

CMS

ILLINOIS
DEPARTMENT OF CENTRAL
MANAGEMENT SERVICES

PAY PLAN

EFFECTIVE FOR FISCAL YEAR 2021
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SUBTITLE B: PERSONNEL RULES, PAY PLANS, AND
POSITION CLASSIFICATIONS
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AUTHORITY: Implementing and authorized by Sections 8 and 8a of the Personnel Code [20 ILCS 415].

SOURCE: Filed June 28, 1967; codified at 8 Ill. Reg. 1558; emergency amendment at 8 Ill. Reg. 1990, effective January 31, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 2440, effective February 15, 1984; emergency amendment at 8 Ill. Reg. 3348, effective March 5, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 4249, effective March 16, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 5704, effective April 16, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 7290, effective May 11, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 11299, effective June 25, 1984; emergency amendment at 8 Ill. Reg. 12616, effective July 1, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 15007, effective August 6, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 15367, effective August 13, 1984; emergency amendment at 8 Ill. Reg. 21310, effective October 10, 1984, for a maximum of 150 days; amended at 8 Ill. Reg.

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21544, effective October 24, 1984; amended at 8 Ill. Reg. 22844, effective November 14, 1984; emergency amendment at 9 Ill. Reg. 1134, effective January 16, 1985, for a maximum of 150 days; amended at 9 Ill. Reg. 1320, effective January 23, 1985; amended at 9 Ill. Reg. 3681, effective March 12, 1985; emergency amendment at 9 Ill. Reg. 4163, effective March 15, 1985, for a maximum of 150 days; emergency amendment at 9 Ill. Reg. 9231, effective May 31, 1985, for a maximum of 150 days; amended at 9 Ill. Reg. 9420, effective June 7, 1985; amended at 9 Ill. Reg. 10663, effective July 1, 1985; emergency amendment at 9 Ill. Reg. 15043, effective September 24, 1985, for a maximum of 150 days; amended at 10 Ill. Reg. 3230, effective January 24, 1986; preemptory amendment at 10 Ill. Reg. 3325, effective January 22, 1986; emergency amendment at 10 Ill. Reg. 8904, effective May 13, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 8928, effective May 13, 1986; emergency amendment at 10 Ill. Reg. 12090, effective June 30, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 13675, effective July 31, 1986; preemptory amendment at 10 Ill. Reg. 14867, effective August 26, 1986; amended at 10 Ill. Reg. 15567, effective September 17, 1986; emergency amendment at 10 Ill. Reg. 17765, effective September 30, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 19132, effective October 28, 1986; preemptory amendment at 10 Ill. Reg. 21097, effective December 9, 1986; amended at 11 Ill. Reg. 648, effective December 22, 1986; preemptory amendment at 11 Ill. Reg. 3363, effective February 3, 1987; preemptory amendment at 11 Ill. Reg. 4388, effective February 27, 1987; preemptory amendment at 11 Ill. Reg. 6291, effective March 23, 1987; amended at 11 Ill. Reg. 5901, effective March 24, 1987; emergency amendment at 11 Ill. Reg. 8787, effective April 15, 1987, for a maximum of 150 days; emergency amendment at 11 Ill. Reg. 11830, effective July 1, 1987, for a maximum of 150 days; preemptory amendment at 11 Ill. Reg. 13675, effective July 29, 1987; amended at 11 Ill. Reg. 14984, effective August 27, 1987; preemptory amendment at 11 Ill. Reg. 15273, effective September 1, 1987; preemptory amendment at 11 Ill. Reg. 17919, effective October 19, 1987; preemptory amendment at 11 Ill. Reg. 19812, effective November 19, 1987; emergency amendment at 11 Ill. Reg. 20664, effective December 4, 1987, for a maximum of 150 days; amended at 11 Ill. Reg. 20778, effective December 11, 1987; preemptory amendment at 12 Ill. Reg. 3811, effective January 27, 1988; preemptory amendment at 12 Ill. Reg. 5459, effective March 3, 1988; amended at 12 Ill. Reg. 6073, effective March 21, 1988; emergency amendment at 12 Ill. Reg. 7734, effective April 15, 1988, for a maximum of 150 days; preemptory amendment at 12 Ill. Reg. 7783, effective April 14, 1988; preemptory amendment at 12 Ill. Reg. 8135, effective April 22, 1988; preemptory amendment at 12 Ill. Reg. 9745, effective May 23, 1988; emergency amendment at 12 Ill. Reg. 11778, effective July 1, 1988, for a maximum of 150 days; emergency amendment at 12 Ill. Reg. 12895, effective July 18, 1988, for a maximum of 150 days; preemptory amendment at 12 Ill. Reg. 13306, effective July 27, 1988; corrected at 12 Ill. Reg. 13359; amended at 12 Ill. Reg. 14630, effective September 6, 1988; amended at 12 Ill. Reg. 20449, effective November 28, 1988; preemptory amendment at 12 Ill. Reg. 20584, effective November 28, 1988; preemptory amendment at 13 Ill. Reg. 8080, effective May 10, 1989; amended at 13 Ill. Reg. 8849, effective May 30, 1989; preemptory amendment at 13 Ill. Reg. 8970, effective May 26, 1989; emergency amendment at 13 Ill. Reg. 10967, effective June 20, 1989, for a maximum of 150 days; emergency amendment

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expired November 17, 1989; amended at 13 Ill. Reg. 11451, effective June 28, 1989; emergency amendment at 13 Ill. Reg. 11854, effective July 1, 1989, for a maximum of 150 days; corrected at 13 Ill. Reg. 12647; preemptory amendment at 13 Ill. Reg. 12887, effective July 24, 1989; amended at 13 Ill. Reg. 16950, effective October 20, 1989; amended at 13 Ill. Reg. 19221, effective December 12, 1989; amended at 14 Ill. Reg. 615, effective January 2, 1990; preemptory amendment at 14 Ill. Reg. 1627, effective January 11, 1990; amended at 14 Ill. Reg. 4455, effective March 12, 1990; preemptory amendment at 14 Ill. Reg. 7652, effective May 7, 1990; amended at 14 Ill. Reg. 10002, effective June 11, 1990; emergency amendment at 14 Ill. Reg. 11330, effective June 29, 1990, for a maximum of 150 days; amended at 14 Ill. Reg. 14361, effective August 24, 1990; emergency amendment at 14 Ill. Reg. 15570, effective September 11, 1990, for a maximum of 150 days; emergency amendment expired February 8, 1991; corrected at 14 Ill. Reg. 16092; preemptory amendment at 14 Ill. Reg. 17098, effective September 26, 1990; amended at 14 Ill. Reg. 17189, effective October 2, 1990; amended at 14 Ill. Reg. 17189, effective October 19, 1990; amended at 14 Ill. Reg. 18719, effective November 13, 1990; preemptory amendment at 14 Ill. Reg. 18854, effective November 13, 1990; preemptory amendment at 15 Ill. Reg. 663, effective January 7, 1991; amended at 15 Ill. Reg. 3296, effective February 14, 1991; amended at 15 Ill. Reg. 4401, effective March 11, 1991; preemptory amendment at 15 Ill. Reg. 5100, effective March 20, 1991; preemptory amendment at 15 Ill. Reg. 5465, effective April 2, 1991; emergency amendment at 15 Ill. Reg. 10485, effective July 1, 1991, for a maximum of 150 days; amended at 15 Ill. Reg. 11080, effective July 19, 1991; amended at 15 Ill. Reg. 13080, effective August 21, 1991; amended at 15 Ill. Reg. 14210, effective September 23, 1991; emergency amendment at 16 Ill. Reg. 711, effective December 26, 1991, for a maximum of 150 days; amended at 16 Ill. Reg. 3450, effective February 20, 1992; preemptory amendment at 16 Ill. Reg. 5068, effective March 11, 1992; preemptory amendment at 16 Ill. Reg. 7056, effective April 20, 1992; emergency amendment at 16 Ill. Reg. 8239, effective May 19, 1992, for a maximum of 150 days; amended at 16 Ill. Reg. 8382, effective May 26, 1992; emergency amendment at 16 Ill. Reg. 13950, effective August 19, 1992, for a maximum of 150 days; emergency amendment at 16 Ill. Reg. 14452, effective September 4, 1992, for a maximum of 150 days; amended at 17 Ill. Reg. 238, effective December 23, 1992; preemptory amendment at 17 Ill. Reg. 498, effective December 18, 1992; amended at 17 Ill. Reg. 590, effective January 4, 1993; amended at 17 Ill. Reg. 1819, effective February 2, 1993; amended at 17 Ill. Reg. 6441, effective April 8, 1993; emergency amendment at 17 Ill. Reg. 12900, effective July 22, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 13409, effective July 29, 1993; emergency amendment at 17 Ill. Reg. 13789, effective August 9, 1993, for a maximum of 150 days; emergency amendment at 17 Ill. Reg. 14666, effective August 26, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 19103, effective October 25, 1993; emergency amendment at 17 Ill. Reg. 21858, effective December 1, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 22514, effective December 15, 1993; amended at 18 Ill. Reg. 227, effective December 17, 1993; amended at 18 Ill. Reg. 1107, effective January 18, 1994; amended at 18 Ill. Reg. 5146, effective March 21, 1994; preemptory amendment at 18 Ill. Reg. 9562, effective June 13, 1994; emergency amendment at 18 Ill. Reg. 11299, effective July 1, 1994, for a maximum of 150 days; preemptory amendment at 18 Ill. Reg. 13476, effective August 17,

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1994; emergency amendment at 18 Ill. Reg. 14417, effective September 9, 1994, for a maximum of 150 days; amended at 18 Ill. Reg. 16545, effective October 31, 1994; preemptory amendment at 18 Ill. Reg. 16708, effective October 28, 1994; amended at 18 Ill. Reg. 17191, effective November 21, 1994; amended at 19 Ill. Reg. 1024, effective January 24, 1995; preemptory amendment at 19 Ill. Reg. 2481, effective February 17, 1995; preemptory amendment at 19 Ill. Reg. 3073, effective February 17, 1995; amended at 19 Ill. Reg. 3456, effective March 7, 1995; preemptory amendment at 19 Ill. Reg. 5145, effective March 14, 1995; amended at 19 Ill. Reg. 6452, effective May 2, 1995; preemptory amendment at 19 Ill. Reg. 6688, effective May 1, 1995; amended at 19 Ill. Reg. 7841, effective June 1, 1995; amended at 19 Ill. Reg. 8156, effective June 12, 1995; amended at 19 Ill. Reg. 9096, effective June 27, 1995; emergency amendment at 19 Ill. Reg. 11954, effective August 1, 1995, for a maximum of 150 days; preemptory amendment at 19 Ill. Reg. 13979, effective September 19, 1995; preemptory amendment at 19 Ill. Reg. 15103, effective October 12, 1995; amended at 19 Ill. Reg. 16160, effective November 28, 1995; amended at 20 Ill. Reg. 308, effective December 22, 1995; emergency amendment at 20 Ill. Reg. 4060, effective February 27, 1996, for a maximum of 150 days; preemptory amendment at 20 Ill. Reg. 6334, effective April 22, 1996; preemptory amendment at 20 Ill. Reg. 7434, effective May 14, 1996; amended at 20 Ill. Reg. 8301, effective June 11, 1996; amended at 20 Ill. Reg. 8657, effective June 20, 1996; amended at 20 Ill. Reg. 9006, effective June 26, 1996; amended at 20 Ill. Reg. 9925, effective July 10, 1996; emergency amendment at 20 Ill. Reg. 10213, effective July 15, 1996, for a maximum of 150 days; amended at 20 Ill. Reg. 10841, effective August 5, 1996; preemptory amendment at 20 Ill. Reg. 13408, effective September 24, 1996; amended at 20 Ill. Reg. 15018, effective November 7, 1996; preemptory amendment at 20 Ill. Reg. 15092, effective November 7, 1996; emergency amendment at 21 Ill. Reg. 1023, effective January 6, 1997, for a maximum of 150 days; amended at 21 Ill. Reg. 1629, effective January 22, 1997; amended at 21 Ill. Reg. 5144, effective April 15, 1997; amended at 21 Ill. Reg. 6444, effective May 15, 1997; amended at 21 Ill. Reg. 7118, effective June 3, 1997; emergency amendment at 21 Ill. Reg. 10061, effective July 21, 1997, for a maximum of 150 days; emergency amendment at 21 Ill. Reg. 12859, effective September 8, 1997, for a maximum of 150 days; preemptory amendment at 21 Ill. Reg. 14267, effective October 14, 1997; preemptory amendment at 21 Ill. Reg. 14589, effective October 15, 1997; preemptory amendment at 21 Ill. Reg. 15030, effective November 10, 1997; amended at 21 Ill. Reg. 16344, effective December 9, 1997; preemptory amendment at 21 Ill. Reg. 16465, effective December 4, 1997; preemptory amendment at 21 Ill. Reg. 17167, effective December 9, 1997; preemptory amendment at 22 Ill. Reg. 1593, effective December 22, 1997; amended at 22 Ill. Reg. 2580, effective January 14, 1998; preemptory amendment at 22 Ill. Reg. 4326, effective February 13, 1998; preemptory amendment at 22 Ill. Reg. 5108, effective February 26, 1998; preemptory amendment at 22 Ill. Reg. 5749, effective March 3, 1998; amended at 22 Ill. Reg. 6204, effective March 12, 1998; preemptory amendment at 22 Ill. Reg. 7053, effective April 1, 1998; preemptory amendment at 22 Ill. Reg. 7320, effective April 10, 1998; preemptory amendment at 22 Ill. Reg. 7692, effective April 20, 1998; emergency amendment at 22 Ill. Reg. 12607, effective July 2, 1998, for a maximum of 150 days; preemptory amendment at 22 Ill. Reg. 15489, effective August 7, 1998; amended at 22 Ill. Reg. 16158, effective August 31, 1998; preemptory amendment at 22 Ill. Reg.

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19105, effective September 30, 1998; peremptory amendment at 22 Ill. Reg. 19943, effective October 27, 1998; peremptory amendment at 22 Ill. Reg. 20406, effective November 5, 1998; amended at 22 Ill. Reg. 20581, effective November 16, 1998; amended at 23 Ill. Reg. 664, effective January 1, 1999; peremptory amendment at 23 Ill. Reg. 730, effective December 29, 1998; emergency amendment at 23 Ill. Reg. 6533, effective May 10, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 7065, effective June 3, 1999; emergency amendment at 23 Ill. Reg. 8169, effective July 1, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 11020, effective August 26, 1999; amended at 23 Ill. Reg. 12429, effective September 21, 1999; peremptory amendment at 23 Ill. Reg. 12493, effective September 23, 1999; amended at 23 Ill. Reg. 12604, effective September 24, 1999; amended at 23 Ill. Reg. 13053, effective September 27, 1999; peremptory amendment at 23 Ill. Reg. 13132, effective October 1, 1999; amended at 23 Ill. Reg. 13570, effective October 26, 1999; amended at 23 Ill. Reg. 14020, effective November 15, 1999; amended at 24 Ill. Reg. 1025, effective January 7, 2000; peremptory amendment at 24 Ill. Reg. 3399, effective February 3, 2000; amended at 24 Ill. Reg. 3537, effective February 18, 2000; amended at 24 Ill. Reg. 6874, effective April 21, 2000; amended at 24 Ill. Reg. 7956, effective May 23, 2000; emergency amendment at 24 Ill. Reg. 10328, effective July 1, 2000, for a maximum of 150 days; emergency expired November 27, 2000; peremptory amendment at 24 Ill. Reg. 10767, effective July 3, 2000; amended at 24 Ill. Reg. 13384, effective August 17, 2000; peremptory amendment at 24 Ill. Reg. 14460, effective September 14, 2000; peremptory amendment at 24 Ill. Reg. 16700, effective October 30, 2000; peremptory amendment at 24 Ill. Reg. 17600, effective November 16, 2000; amended at 24 Ill. Reg. 18058, effective December 4, 2000; peremptory amendment at 24 Ill. Reg. 18444, effective December 1, 2000; amended at 25 Ill. Reg. 811, effective January 4, 2001; amended at 25 Ill. Reg. 2389, effective January 22, 2001; amended at 25 Ill. Reg. 4552, effective March 14, 2001; peremptory amendment at 25 Ill. Reg. 5067, effective March 21, 2001; amended at 25 Ill. Reg. 5618, effective April 4, 2001; amended at 25 Ill. Reg. 6655, effective May 11, 2001; amended at 25 Ill. Reg. 7151, effective May 25, 2001; peremptory amendment at 25 Ill. Reg. 8009, effective June 14, 2001; emergency amendment at 25 Ill. Reg. 9336, effective July 3, 2001, for a maximum of 150 days; amended at 25 Ill. Reg. 9846, effective July 23, 2001; amended at 25 Ill. Reg. 12087, effective September 6, 2001; amended at 25 Ill. Reg. 15560, effective November 20, 2001; peremptory amendment at 25 Ill. Reg. 15671, effective November 15, 2001; amended at 25 Ill. Reg. 15974, effective November 28, 2001; emergency amendment at 26 Ill. Reg. 223, effective December 21, 2001, for a maximum of 150 days; amended at 26 Ill. Reg. 1143, effective January 17, 2002; amended at 26 Ill. Reg. 4127, effective March 5, 2002; peremptory amendment at 26 Ill. Reg. 4963, effective March 15, 2002; amended at 26 Ill. Reg. 6235, effective April 16, 2002; emergency amendment at 26 Ill. Reg. 7314, effective April 29, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 10425, effective July 1, 2002; emergency amendment at 26 Ill. Reg. 10952, effective July 1, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 13934, effective September 10, 2002; amended at 26 Ill. Reg. 14965, effective October 7, 2002; emergency amendment at 26 Ill. Reg. 16583, effective October 24, 2002, for a maximum of 150 days; emergency expired March 22, 2003; peremptory amendment at 26 Ill. Reg. 17280, effective November 18, 2002; amended at 26 Ill. Reg. 17374, effective November 25, 2002;

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amended at 26 Ill. Reg. 17987, effective December 9, 2002; amended at 27 Ill. Reg. 3261, effective February 11, 2003; expedited correction at 28 Ill. Reg. 6151, effective February 11, 2003; amended at 27 Ill. Reg. 8855, effective May 15, 2003; amended at 27 Ill. Reg. 9114, effective May 27, 2003; emergency amendment at 27 Ill. Reg. 10442, effective July 1, 2003, for a maximum of 150 days; emergency expired November 27, 2003; preemptory amendment at 27 Ill. Reg. 17433, effective November 7, 2003; amended at 27 Ill. Reg. 18560, effective December 1, 2003; preemptory amendment at 28 Ill. Reg. 1441, effective January 9, 2004; amended at 28 Ill. Reg. 2684, effective January 22, 2004; amended at 28 Ill. Reg. 6879, effective April 30, 2004; preemptory amendment at 28 Ill. Reg. 7323, effective May 10, 2004; amended at 28 Ill. Reg. 8842, effective June 11, 2004; preemptory amendment at 28 Ill. Reg. 9717, effective June 28, 2004; amended at 28 Ill. Reg. 12585, effective August 27, 2004; preemptory amendment at 28 Ill. Reg. 13011, effective September 8, 2004; preemptory amendment at 28 Ill. Reg. 13247, effective September 20, 2004; preemptory amendment at 28 Ill. Reg. 13656, effective September 27, 2004; emergency amendment at 28 Ill. Reg. 14174, effective October 15, 2004, for a maximum of 150 days; emergency expired March 13, 2005; preemptory amendment at 28 Ill. Reg. 14689, effective October 22, 2004; preemptory amendment at 28 Ill. Reg. 15336, effective November 15, 2004; preemptory amendment at 28 Ill. Reg. 16513, effective December 9, 2004; preemptory amendment at 29 Ill. Reg. 726, effective December 15, 2004; amended at 29 Ill. Reg. 1166, effective January 7, 2005; preemptory amendment at 29 Ill. Reg. 1385, effective January 4, 2005; preemptory amendment at 29 Ill. Reg. 1559, effective January 11, 2005; preemptory amendment at 29 Ill. Reg. 2050, effective January 19, 2005; preemptory amendment at 29 Ill. Reg. 4125, effective February 23, 2005; amended at 29 Ill. Reg. 5375, effective April 4, 2005; preemptory amendment at 29 Ill. Reg. 6105, effective April 14, 2005; preemptory amendment at 29 Ill. Reg. 7217, effective May 6, 2005; preemptory amendment at 29 Ill. Reg. 7840, effective May 10, 2005; amended at 29 Ill. Reg. 8110, effective May 23, 2005; preemptory amendment at 29 Ill. Reg. 8214, effective May 23, 2005; preemptory amendment at 29 Ill. Reg. 8418, effective June 1, 2005; amended at 29 Ill. Reg. 9319, effective July 1, 2005; preemptory amendment at 29 Ill. Reg. 12076, effective July 15, 2005; preemptory amendment at 29 Ill. Reg. 13265, effective August 11, 2005; amended at 29 Ill. Reg. 13540, effective August 22, 2005; preemptory amendment at 29 Ill. Reg. 14098, effective September 2, 2005; amended at 29 Ill. Reg. 14166, effective September 9, 2005; amended at 29 Ill. Reg. 19551, effective November 21, 2005; emergency amendment at 29 Ill. Reg. 20554, effective December 2, 2005, for a maximum of 150 days; preemptory amendment at 29 Ill. Reg. 20693, effective December 12, 2005; preemptory amendment at 30 Ill. Reg. 623, effective December 28, 2005; preemptory amendment at 30 Ill. Reg. 1382, effective January 13, 2006; amended at 30 Ill. Reg. 2289, effective February 6, 2006; preemptory amendment at 30 Ill. Reg. 4157, effective February 22, 2006; preemptory amendment at 30 Ill. Reg. 5687, effective March 7, 2006; preemptory amendment at 30 Ill. Reg. 6409, effective March 30, 2006; amended at 30 Ill. Reg. 7857, effective April 17, 2006; amended at 30 Ill. Reg. 9438, effective May 15, 2006; preemptory amendment at 30 Ill. Reg. 10153, effective May 18, 2006; preemptory amendment at 30 Ill. Reg. 10508, effective June 1, 2006; amended at 30 Ill. Reg. 11336, effective July 1, 2006; emergency amendment at 30 Ill. Reg. 12340, effective July 1, 2006, for a maximum of 150 days; preemptory amendment at 30 Ill.

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Reg. 12418, effective July 1, 2006; amended at 30 Ill. Reg. 12761, effective July 17, 2006; preemptory amendment at 30 Ill. Reg. 13547, effective August 1, 2006; preemptory amendment at 30 Ill. Reg. 15059, effective September 5, 2006; preemptory amendment at 30 Ill. Reg. 16439, effective September 27, 2006; emergency amendment at 30 Ill. Reg. 16626, effective October 3, 2006, for a maximum of 150 days; preemptory amendment at 30 Ill. Reg. 17603, effective October 20, 2006; amended at 30 Ill. Reg. 18610, effective November 20, 2006; preemptory amendment at 30 Ill. Reg. 18823, effective November 21, 2006; preemptory amendment at 31 Ill. Reg. 230, effective December 20, 2006; emergency amendment at 31 Ill. Reg. 1483, effective January 1, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 2485, effective January 17, 2007; preemptory amendment at 31 Ill. Reg. 4445, effective February 28, 2007; amended at 31 Ill. Reg. 4982, effective March 15, 2007; preemptory amendment at 31 Ill. Reg. 7338, effective May 3, 2007; amended at 31 Ill. Reg. 8901, effective July 1, 2007; emergency amendment at 31 Ill. Reg. 10056, effective July 1, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 10496, effective July 6, 2007; preemptory amendment at 31 Ill. Reg. 12335, effective August 9, 2007; emergency amendment at 31 Ill. Reg. 12608, effective August 16, 2007, for a maximum of 150 days; emergency amendment at 31 Ill. Reg. 13220, effective August 30, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 13357, effective August 29, 2007; amended at 31 Ill. Reg. 13981, effective September 21, 2007; preemptory amendment at 31 Ill. Reg. 14331, effective October 1, 2007; amended at 31 Ill. Reg. 16094, effective November 20, 2007; amended at 31 Ill. Reg. 16792, effective December 13, 2007; preemptory amendment at 32 Ill. Reg. 598, effective December 27, 2007; amended at 32 Ill. Reg. 1082, effective January 11, 2008; preemptory amendment at 32 Ill. Reg. 3095, effective February 13, 2008; preemptory amendment at 32 Ill. Reg. 6097, effective March 25, 2008; preemptory amendment at 32 Ill. Reg. 7154, effective April 17, 2008; expedited correction at 32 Ill. Reg. 9747, effective April 17, 2008; preemptory amendment at 32 Ill. Reg. 9360, effective June 13, 2008; amended at 32 Ill. Reg. 9881, effective July 1, 2008; preemptory amendment at 32 Ill. Reg. 12065, effective July 9, 2008; preemptory amendment at 32 Ill. Reg. 13861, effective August 8, 2008; preemptory amendment at 32 Ill. Reg. 16591, effective September 24, 2008; preemptory amendment at 32 Ill. Reg. 16872, effective October 3, 2008; preemptory amendment at 32 Ill. Reg. 18324, effective November 14, 2008; preemptory amendment at 33 Ill. Reg. 98, effective December 19, 2008; amended at 33 Ill. Reg. 2148, effective January 26, 2009; preemptory amendment at 33 Ill. Reg. 3530, effective February 6, 2009; preemptory amendment at 33 Ill. Reg. 4202, effective February 26, 2009; preemptory amendment at 33 Ill. Reg. 5501, effective March 25, 2009; preemptory amendment at 33 Ill. Reg. 6354, effective April 15, 2009; preemptory amendment at 33 Ill. Reg. 6724, effective May 1, 2009; preemptory amendment at 33 Ill. Reg. 9138, effective June 12, 2009; emergency amendment at 33 Ill. Reg. 9432, effective July 1, 2009, for a maximum of 150 days; amended at 33 Ill. Reg. 10211, effective July 1, 2009; preemptory amendment at 33 Ill. Reg. 10823, effective July 2, 2009; preemptory amendment at 33 Ill. Reg. 11082, effective July 10, 2009; preemptory amendment at 33 Ill. Reg. 11698, effective July 23, 2009; preemptory amendment at 33 Ill. Reg. 11895, effective July 31, 2009; preemptory amendment at 33 Ill. Reg. 12872, effective September 3, 2009; amended at 33 Ill. Reg. 14944, effective October 26, 2009; preemptory

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amendment at 33 Ill. Reg. 16598, effective November 13, 2009; preemptory amendment at 34 Ill. Reg. 305, effective December 18, 2009; emergency amendment at 34 Ill. Reg. 957, effective January 1, 2010, for a maximum of 150 days; preemptory amendment at 34 Ill. Reg. 1425, effective January 5, 2010; preemptory amendment at 34 Ill. Reg. 3684, effective March 5, 2010; preemptory amendment at 34 Ill. Reg. 5776, effective April 2, 2010; preemptory amendment at 34 Ill. Reg. 6214, effective April 16, 2010; amended at 34 Ill. Reg. 6583, effective April 30, 2010; preemptory amendment at 34 Ill. Reg. 7528, effective May 14, 2010; amended at 34 Ill. Reg. 7645, effective May 24, 2010; preemptory amendment at 34 Ill. Reg. 7947, effective May 26, 2010; preemptory amendment at 34 Ill. Reg. 8633, effective June 18, 2010; amended at 34 Ill. Reg. 9759, effective July 1, 2010; preemptory amendment at 34 Ill. Reg. 10536, effective July 9, 2010; preemptory amendment at 34 Ill. Reg. 11864, effective July 30, 2010; emergency amendment at 34 Ill. Reg. 12240, effective August 9, 2010, for a maximum of 150 days; preemptory amendment at 34 Ill. Reg. 13204, effective August 26, 2010; preemptory amendment at 34 Ill. Reg. 13657, effective September 8, 2010; preemptory amendment at 34 Ill. Reg. 15897, effective September 30, 2010; preemptory amendment at 34 Ill. Reg. 18912, effective November 15, 2010; preemptory amendment at 34 Ill. Reg. 19582, effective December 3, 2010; amended at 35 Ill. Reg. 765, effective December 30, 2010; emergency amendment at 35 Ill. Reg. 1092, effective January 1, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 2465, effective January 19, 2011; preemptory amendment at 35 Ill. Reg. 3577, effective February 10, 2011; emergency amendment at 35 Ill. Reg. 4412, effective February 23, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 4803, effective March 11, 2011; emergency amendment at 35 Ill. Reg. 5633, effective March 15, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 5677, effective March 18, 2011; amended at 35 Ill. Reg. 8419, effective May 23, 2011; amended at 35 Ill. Reg. 11245, effective June 28, 2011; emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days; emergency expired November 27, 2011; preemptory amendment at 35 Ill. Reg. 12119, effective June 29, 2011; preemptory amendment at 35 Ill. Reg. 13966, effective July 29, 2011; preemptory amendment at 35 Ill. Reg. 15178, effective August 29, 2011; emergency amendment at 35 Ill. Reg. 15605, effective September 16, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 15640, effective September 15, 2011; preemptory amendment at 35 Ill. Reg. 19707, effective November 23, 2011; amended at 35 Ill. Reg. 20144, effective December 6, 2011; amended at 36 Ill. Reg. 153, effective December 22, 2011; preemptory amendment at 36 Ill. Reg. 564, effective December 29, 2011; preemptory amendment at 36 Ill. Reg. 3957, effective February 24, 2012; preemptory amendment at 36 Ill. Reg. 4158, effective March 5, 2012; preemptory amendment at 36 Ill. Reg. 4437, effective March 9, 2012; amended at 36 Ill. Reg. 4707, effective March 19, 2012; amended at 36 Ill. Reg. 8460, effective May 24, 2012; preemptory amendment at 36 Ill. Reg. 10518, effective June 27, 2012; emergency amendment at 36 Ill. Reg. 11222, effective July 1, 2012, for a maximum of 150 days; preemptory amendment at 36 Ill. Reg. 13680, effective August 15, 2012; preemptory amendment at 36 Ill. Reg. 13973, effective August 22, 2012; preemptory amendment at 36 Ill. Reg. 15498, effective October 16, 2012; amended at 36 Ill. Reg. 16213, effective November 1, 2012; preemptory amendment at 36 Ill. Reg. 17138, effective November 20, 2012; preemptory amendment at 37 Ill. Reg. 3408,

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effective March 7, 2013; amended at 37 Ill. Reg. 4750, effective April 1, 2013; preemptory amendment at 37 Ill. Reg. 5925, effective April 18, 2013; preemptory amendment at 37 Ill. Reg. 9563, effective June 19, 2013; amended at 37 Ill. Reg. 9939, effective July 1, 2013; emergency amendment at 37 Ill. Reg. 11395, effective July 1, 2013, for a maximum of 150 days; preemptory amendment at 37 Ill. Reg. 11524, effective July 3, 2013; preemptory amendment at 37 Ill. Reg. 12588, effective July 19, 2013; preemptory amendment at 37 Ill. Reg. 13762, effective August 8, 2013; preemptory amendment at 37 Ill. Reg. 14219, effective August 23, 2013; amended at 37 Ill. Reg. 16925, effective October 8, 2013; preemptory amendment at 37 Ill. Reg. 17164, effective October 18, 2013; preemptory amendment at 37 Ill. Reg. 20410, effective December 6, 2013; preemptory amendment at 38 Ill. Reg. 2974, effective January 9, 2014; amended at 38 Ill. Reg. 5250, effective February 4, 2014; preemptory amendment at 38 Ill. Reg. 6725, effective March 6, 2014; emergency amendment at 38 Ill. Reg. 9080, effective April 11, 2014, for a maximum of 150 days; preemptory amendment at 38 Ill. Reg. 9136, effective April 11, 2014; amended at 38 Ill. Reg. 9207, effective April 21, 2014; preemptory amendment at 38 Ill. Reg. 13416, effective June 11, 2014; amended at 38 Ill. Reg. 14818, effective July 1, 2014; preemptory amendment at 38 Ill. Reg. 15739, effective July 2, 2014; preemptory amendment at 38 Ill. Reg. 17481, effective July 29, 2014; amended at 38 Ill. Reg. 17556, effective August 6, 2014; preemptory amendment at 38 Ill. Reg. 18791, effective August 26, 2014; preemptory amendment at 38 Ill. Reg. 19806, effective September 26, 2014; amended at 38 Ill. Reg. 20695, effective October 14, 2014; amended at 38 Ill. Reg. 24005, effective December 9, 2014; preemptory amendment at 39 Ill. Reg. 728, effective December 23, 2014; emergency amendment at 39 Ill. Reg. 708, effective December 26, 2014, for a maximum of 150 days; preemptory amendment at 39 Ill. Reg. 6964, effective April 29, 2015; amended at 39 Ill. Reg. 7878, effective May 22, 2015; amended at 39 Ill. Reg. 11220, effective July 28, 2015; preemptory amendment at 39 Ill. Reg. 12004, effective August 13, 2015; preemptory amendment at 39 Ill. Reg. 15807, effective November 25, 2015; amended at 40 Ill. Reg. 5893, effective March 28, 2016; preemptory amendment at 40 Ill. Reg. 8462, effective June 1, 2016; preemptory amendment at 40 Ill. Reg. 9658, effective June 30, 2016; amended at 40 Ill. Reg. 9356, effective July 1, 2016; preemptory amendment at 40 Ill. Reg. 11207, effective August 5, 2016; preemptory amendment at 41 Ill. Reg. 1210, effective January 19, 2017; amended at 41 Ill. Reg. 1695, effective January 25, 2017; preemptory amendment at 41 Ill. Reg. 2078, effective February 2, 2017; amended at 41 Ill. Reg. 3191, effective March 6, 2017; amended at 41 Ill. Reg. 4615, effective April 24, 2017; preemptory amendment at 41 Ill. Reg. 5822, effective May 15, 2017; preemptory amendment at 41 Ill. Reg. 6695, effective May 24, 2017; preemptory amendment at 41 Ill. Reg. 7227, effective June 9, 2017; amended at 41 Ill. Reg. 8314, effective July 1, 2017; preemptory amendment at 41 Ill. Reg. 10974, effective August 10, 2017; preemptory amendment at 41 Ill. Reg. 11447, effective August 25, 2017; preemptory amendment at 41 Ill. Reg. 12179, effective September 13, 2017; preemptory amendment at 41 Ill. Reg. 15837, effective December 12, 2017; amended at 42 Ill. Reg. 712, effective December 28, 2017; amended at 42 Ill. Reg. 5357, effective March 9, 2018; preemptory amendment at 42 Ill. Reg. 8967, effective May 16, 2018; amended at 42 Ill. Reg. 13464, effective July 1, 2018; amended at 42 Ill. Reg. 16651, effective September 4, 2018; preemptory amendment at 43 Ill. Reg. 3999, effective March 15, 2019; amended at 43 Ill. Reg.

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8746, effective July 31, 2019; peremptory amendment at 43 Ill. Reg. 9886, effective August 21, 2019; peremptory amendment at 43 Ill. Reg. 10811, effective September 20, 2019; peremptory amendment at 43 Ill. Reg. 11734, effective September 27, 2019; peremptory amendment at 43 Ill. Reg. 12119, effective October 8, 2019; peremptory amendment at 43 Ill. Reg. 13031, effective October 25, 2019; emergency amendment at 43 Ill. Reg. 14216, effective November 22, 2019, for a maximum of 150 days; amended at 44 Ill. Reg. 1819, effective January 1, 2020; peremptory amendment at 44 Ill. Reg. 2380, effective January 15, 2020; peremptory amendment at 44 Ill. Reg. 2588, effective January 17, 2020; peremptory amendment at 44 Ill. Reg. 2985, effective January 31, 2020; peremptory amendment at 44 Ill. Reg. 5497, effective March 13, 2020; amended at 44 Ill. Reg. 6859, effective April 16, 2020; peremptory amendment at 44 Ill. Reg. 8083, effective April 22, 2020; peremptory amendment at 44 Ill. Reg. 10232, effective May 28, 2020; amended at 44 Ill. Reg. 12146, effective July 13, 2020.

SUBPART A: NARRATIVE

Section 310.20 Policy and Responsibilities

- a) It is the policy of the State of Illinois to provide fair and reasonable compensation to employees for service rendered.
- b) The policy and procedures expressed herein are controlling in matters of employee pay administration. It shall be the responsibility of each agency head:
 - 1) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
 - 2) To cause, within the agency head's agency, full compliance with all the provisions of this Part.

(Source: Amended at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.30 Jurisdiction

All positions of employment in the service of the State of Illinois shall be subject to the provisions of this Part unless specifically excluded under Section 4(c) (General Exemptions) or Section 4(d) (Partial Exemptions), when the partial exemption is from Jurisdiction A [20 ILCS415/4(a)(1)], of the Personnel Code [20 ILCS 415/4(c) or (d)] or other pertinent legislation. Those positions to which jurisdiction of the Personnel Code has been or may be later extended shall also be subject to the provisions of this Part.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

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Section 310.40 Pay Schedules

The attached Negotiated Rates of Pay (Appendix A), Schedule of Rates (Subpart B), and the Merit Compensation System (Subpart C) are hereby made a part of this Part. Each employee subject to this Part, except those whose rates of pay is determined under the Schedule of Rates (Subpart B) or the Merit Compensation System (Subpart C) of this Part, or Section 8(a) of the Personnel Code [20 ILCS 415/8a], shall be paid at a rate of pay or step in the appropriate pay grade in the Negotiated Rates of Pay (Appendix A) for the class of position in which the employee is employed.

(Source: Amended at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.45 Comparison of Pay Grades or Salary Ranges Assigned to Classifications

- a) What Classifications to Compare When an Employee Moves – The movement of an employee subject to the Personnel Code to a vacant position (subject to the Personnel Code) is between two positions. The employee moves from the former position to the targeted position. The targeted position may be the former position allocated to a different classification title (80 Ill. Adm. Code 320.80) or may be the former position assigned substantial additional responsibilities in the same broad-band title (Section 310.495(c)). The former and targeted positions have the same or different classification titles. The former position is in the former classification and the targeted position is in the targeted classification. The former and targeted classifications are used in the comparison when an employee moves.
- b) Definitions of Employee Movements –
 - 1) When the Former and Targeted Classification Titles are the Same – When the former and targeted classifications are the same, the employee movement is an interim assignment (80 Ill. Adm. Code 302.150(j)), a transfer (80 Ill. Adm. Code 302.400), geographical transfer (80 Ill. Adm. Code 302.430) or where in the broad-band classification title the targeted position has substantial additional responsibilities compared to the former position (Section 310.495(c)).

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- 2) When the Former and Targeted Classification Titles are Different – When the former and targeted classifications are different, the employee movement is an interim assignment (80 Ill. Adm. Code 302.150(j)), a transfer (80 Ill. Adm. Code 302.400), geographical transfer (80 Ill. Adm. Code 302.430), demotion (80 Ill. Adm. Code 302.470), voluntary reduction (80 Ill. Adm. Code 302.500), promotion (Sections 310.50 and 310.500), based on the position being allocated to another class (80 Ill. Adm. Code 301.20 and 301.41) or based on the positions in a class being reclassified (Sections 310.50 and 310.500).
- c) What to Compare in Each Classification – This pertains whether comparing former and targeted classifications, the pay grades or salary ranges assigned to the former and targeted classifications, or the maximum permissible salary or rate assigned to the former and targeted classifications.
- 1) When the Former and Targeted Classification Titles are the Same – When the former and targeted classification titles are the same, no comparison beyond the titles, which are the same, is needed.
 - 2) When Both Former and Targeted Classifications are Different – When both former and targeted classifications are different, determine whether both classes are whole, divided or one is whole and one is divided. The definitions for whole and divided classes are found in Section 310.50.
 - A) When Both Classes are Whole – When both classes are whole, follow the flow chart provided in Appendix C.Illustration A by beginning with the oval with the word "start" in it, move through the flow chart by the arrows based on the information known about the two classes and finally reaching the diamond shape indicating what to compare. The definitions of bargaining unit and bargaining representative are found in Section 310.50. In that same Section, the definition of pay plan code assists in identifying whether regular or alternative rates are assigned to the classes listed in the ALPHABETIC INDEX OF POSITION TITLES. The ALPHABETIC INDEX OF POSITION TITLES provides the highest rates.

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- B) When One Class is Whole and One Class is Divided – When one class is whole and one class is divided, follow the flow chart provided in Appendix C.Illustration B by beginning with the oval with the word "start" in it, move through the flow chart by the arrows based on the information known about the two classes and finally reaching the diamond shape indicating what to compare. The definitions of bargaining unit and bargaining representative are found in Section 310.50. In that same Section, the definition of "pay plan code" assists in identifying whether regular or alternative rates are assigned to the classes as listed in the ALPHABETIC INDEX OF POSITION TITLES. The ALPHABETIC INDEX OF POSITION TITLES provides the highest rates.
- C) When Both Classes are Divided – When both classes are divided, follow the flow chart provided in Appendix C.Illustration C by beginning with the oval with the word "start" in it, move through the flow chart by the arrows based on the information known about the two classes and finally reaching the diamond shape indicating what to compare. In moving through the flow chart, the classification titles containing an option (found in the definition of option in Section 310.50) do not apply. The definitions of bargaining unit and bargaining representative are found in Section 310.50. In that same Section, the definition of "pay plan code" assists in identifying whether regular or alternative rates are assigned to the classes as listed in the ALPHABETIC INDEX OF POSITION TITLES. The ALPHABETIC INDEX OF POSITION TITLES provides the highest rates.
- d) The Comparison Determines the Type of Employee Movement and Pay – Comparing the highest of the maximum base salaries set forth in subsection (c) for each classification establishes whether the former classification is higher than, lower than or the same as the targeted classification. This information determines (or assists in determining) which type of employee movement in subsection (b) is occurring. From that determination, the pay treatment is set in following Sections of the Pay Plan.

(Source: Amended at 40 Ill. Reg. 9356, effective July 1, 2016)

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Section 310.47 In-Hire Rate

- a) Use – No employee in a position in which the position and/or the employee meet the criteria of an in-hire rate receives less than the in-hire rate. The in-hire rate is used when a candidate only meets the minimum requirements of the class specification upon entry to State service (Section 310.100(b)(1), 310.490(b)(1) or 310.495(b)(1)), when an employee moves to a vacant position (Section 310.45) or when an MS salary range is assigned to a Trainee Program (Section 310.415(b)).
- b) Request –
- 1) Agency Head Request for Other Than a Merit-Compensation-System-only Trainee Program – An agency head may request in writing that the Director approve or negotiate an in-hire rate. The in-hire rate is a Step or dollar amount depending on whether the classification title is assigned to a negotiated full scale rate, negotiated pay grade, merit compensation salary range or broad-band salary range. The in-hire rate may be for the classification title or limited within the classification title to the agency, facilities, counties or other criteria. The supporting justifications for the requested in-hire rate and the limitations are included in the agency request. An effective date may be included in the request.
 - 2) Agency Head Request for a Merit-Compensation-System-only Trainee Program – The Department of Central Management Services determined in-hire rates for existing trainee programs assigned only MS-salary ranges to be used by agencies as the anticipated starting salaries. The in-hire rates are tied to the targeted title and in one case the county in which the trainee position is located. Some targeted titles have been determined to be inappropriate for some trainee titles. If an agency is unable to locate an in-hire rate for its trainee program's targeted title, the targeted title is inappropriate. Agencies using inappropriate targeted titles shall allow employees in the trainee titles targeting the inappropriate targeted titles to finish their training and be promoted if successful. Then, the agency shall not use the inappropriate targeted title again for that trainee program. Questions about the best titles to use for training shall be addressed by CMS. When an agency submits for approval the establishment of a new or a targeted title revision for an existing Trainee or Apprenticeship Program form (CMS-705), the agency head shall request in writing that the Director approve an in-hire rate. The in-hire rate is a dollar amount within the merit compensation salary range assigned to the trainee title. The in-hire rate may be for the trainee title limited for the targeted title and the agency, facilities, counties or other criteria. The supporting

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justifications for the requested in-hire rate and the limitations shall be included in the agency request. An effective date may be included in the request.

- c) Review – The Director shall review the supporting justifications, the turnover rate, the length of vacancies, the currently filled positions for the classification title, and the market starting rates for similar classes, and consult with other agencies using the classification title. Other factors may be included in the review and negotiation of negotiated in-hire rates.
- d) Approval or Negotiated –
 - 1) Approval – The Director indicates in writing the approved in-hire rate and effective date, which is either the date requested by the agency or the beginning of the next pay period after the approval.
 - 2) Negotiated – The Director and the bargaining unit representative indicate in writing the in-hire rates and effective date, which is either the date indicated in the agreement, the date of the agreement's signature or the beginning of the next pay period after the signatures are secured on the agreement.
- e) Implementation – In the classification title or within the limitations of the classification title and when the in-hire rate is above the normal minimum of the assigned salary range or pay grade, an employee paid below the in-hire rate receives the in-hire rate on the approved effective date. The in-hire rate remains in effect for any employee entering the title or the limits within the title until the title is abolished or an agency request to rescind the in-hire rate is approved by the Director or negotiated by the Director and the bargaining unit representative.
- f) Approved or Negotiated In-Hire Rates –
 - 1) Assigned to a Classification –
 - A) Approved and Assigned to a Pay Grade or Salary Range –

<u>Title</u>	Pay Grade or <u>Salary Range</u>	<u>Effective Date</u>	<u>In-Hire Rate</u>
Correctional Officer	RC-006-09	January 1, 2008	Step 1
Correctional Officer Trainee	RC-006-05	January 1, 2008	Step 1

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Environmental Engineer I Environmental Protection	RC-063-15	January 1, 2008	Step 2
Engineer I Environmental Protection	RC-063-15	January 1, 2008	Step 5
Engineer II	RC-063-17	January 1, 2008	Step 4

- B) Negotiated and Assigned to a Full Scale Rate – The rates are located in Appendix A Table D for bargaining unit HR-001, in Appendix A Table E for bargaining unit RC-020, in Appendix A Table F for RC-019 and in Appendix A Table G for bargaining unit RC-045.

<u>Title</u>	<u>Bargaining Unit</u>	<u>Effective Date</u>	<u>In-Hire Rate</u>
Auto & Body Repairer	RC-045	July 1, 2013	75%
Automotive Attendant I	RC-045	July 1, 2013	75%
Automotive Attendant II	RC-045	July 1, 2013	75%
Automotive Mechanic	RC-045	July 1, 2013	75%
Automotive Parts Warehouse Specialist	RC-045	July 1, 2013	75%
Automotive Parts Warehouse	RC-045	July 1, 2013	75%
Bridge Mechanic	RC-019	July 8, 2013	75%
Bridge Mechanic	RC-020	June 26, 2013	75%
Bridge Tender	RC-019	July 8, 2013	75%
Bridge Tender	RC-020	June 26, 2013	75%
Building Services Worker	HR-001	July 24, 2013	75%
Conservation Police Lieutenant	RC-104	July 31, 2019	*
Conservation Police Sergeant	RC-104	July 31, 2019	*
Deck Hand	RC-019	July 8, 2013	75%
Elevator Operator	HR-001	July 24, 2013	75%
Ferry Operator I	RC-019	July 8, 2013	75%
Ferry Operator II	RC-019	July 8, 2013	75%
Grounds Supervisor	HR-001	July 24, 2013	75%
Heavy Construction Equipment Operator	HR-001	July 24, 2013	75%
Heavy Construction Equipment Operator	RC-020	June 26, 2013	75%
Highway Maintainer	HR-001	November 1, 2009	75%
Highway Maintainer	RC-019	July 8, 2013	75%
Highway Maintainer	RC-020	June 26, 2013	75%

SUBTITLE B

Highway Maintenance Lead Worker	HR-001	July 24, 2013	75%
Highway Maintenance Lead Worker	RC-019	July 8, 2013	75%
Highway Maintenance Lead Worker	RC-020	June 26, 2013	75%
Highway Maintenance Lead Worker (Lead Lead Worker)	RC-019	July 8, 2013	75%
Highway Maintenance Lead Worker (Lead Lead Worker)	RC-020	June 26, 2013	75%
Janitor I (Including Office of Administration)	RC-019	July 8, 2013	75%
Janitor II (Including Office of Administration)	RC-019	July 8, 2013	75%
Labor Maintenance Lead Worker	RC-019	July 8, 2013	75%
Labor Maintenance Lead Worker	RC-020	June 26, 2013	75%
Laborer (Maintenance)	HR-001	July 24, 2013	75%
Laborer (Maintenance)	RC-019	July 8, 2013	75%
Laborer (Maintenance)	RC-020	June 26, 2013	75%
Maintenance Equipment Operator	HR-001	July 24, 2013	75%
Maintenance Equipment Operator	RC-019	July 8, 2013	75%
Maintenance Equipment Operator	RC-020	June 26, 2013	75%
Maintenance Worker	HR-001	July 24, 2013	75%
Maintenance Worker	RC-019	July 8, 2013	75%
Maintenance Worker	RC-020	June 26, 2013	75%
Power Shovel Operator (Maintenance)	HR-001	July 24, 2013	75%
Power Shovel Operator (Maintenance)	RC-019	July 8, 2013	75%
Power Shovel Operator (Maintenance)	RC-020	June 26, 2013	75%
Security Guard I	RC-019	July 8, 2013	75%
Security Guard II	RC-019	July 8, 2013	75%
Silk Screen Operator	RC-019	July 8, 2013	75%
Silk Screen Operator	RC-020	June 26, 2013	75%
Small Engine Mechanic	RC-045	July 1, 2013	75%
Storekeeper I**	RC-045	July 1, 2013	75%
Storekeeper II**	RC-045	July 1, 2013	75%

SUBTITLE B

- * New bargaining unit members, regardless of their current rank, shall be hired at 33% of the differential between a Conservation Police Officer II and the new member’s new rank at the appropriate longevity level.
- ** Storekeeper I & Storekeeper II serving as Automotive Parts Warehouse in Cook County.

2) Based on the Position's Work Location or Employee's Credential or Residency –

<u>Title</u>	<u>Pay Grade or Salary Range</u>	<u>Location or Residency</u>	<u>Credential</u>	<u>Effective Date</u>	<u>In-Hire Rate</u>
Bridge Tender	MS-18	Department of Transportation	Temporary Employee	January 1, 2017	\$4,696/month
Civil Engineer Trainee	NR-916	None identified	Bachelor's degree in accredited civil engineering program	January 1, 2008	Add to minimum monthly rate \$40/quarter work experience up to 8
Civil Engineer Trainee	NR-916	None identified	Passed Engineering Intern exam	January 1, 2008	Add to minimum monthly rate \$60/month
Civil Engineer Trainee	NR-916	None identified	Job-Related Master's degree	January 1, 2012	Add to minimum monthly rate \$40/month for each year of full-time graduate study as a substitute for job-related experience up to two years

SUBTITLE B

Conservation/ Historic Preservation Worker	MS-01	Department of Natural Resources	None	January 1, 2018	\$9.00/hour or \$1,468/month
Deck Hand	MS-15	Department of Transportation	Temporary Employee	January 1, 2017	\$4,512/month
Engineering Technician I	NR-916	None identified	Completed 2 years of college in civil engineering or job related technical/science curriculum (60 semester/90 quarter hours credit)	January 1, 2012	\$2,845
Engineering Technician I	NR-916	None identified	Completed 3 years of college in areas other than civil engineering or job related technical/science curriculum (90 semester/135 quarter hours credit)	January 1, 2012	\$2,730
Engineering Technician I	NR-916	None identified	Associate Degree from an accredited 2 year civil engineering technology program	January 1, 2012	\$2,975

SUBTITLE B

Engineering Technician I	NR-916	None identified	Completed 3 years of college courses in civil engineering or job related technical/science curriculum (90 semester/135quarter hours credit)	January 1, 2012	\$2,975
Engineering Technician I	NR-916	None identified	Completed 4 years of college courses in areas other than civil engineering or job related technical/science curriculum (120 semester/180 quarter hours credit)	January 1, 2012	\$2,845
Engineering Technician I	NR-916	None identified	Completed 4 years of college in civil engineering or job related technical/science curriculum (120 semester/180 quarter hours credit includes appointees from unaccredited engineering programs and those who have not yet obtained a degree)	January 1, 2012	\$3,095

SUBTITLE B

Engineering Technician I and II	NR-916	None identified	Bachelor of Science Degree from an accredited 4 year program in civil engineering technology, industrial technology, and construction technology	January 1, 2012	\$3,510
Ferry Operator I	MS-18	Department of Transportation	Temporary Employee	January 1, 2017	\$4,696/month
Forensic Scientist Trainee	RC-062-15	None identified	Meets minimum class requirements or completed Forensic Science Residency Program at the U of I-Chicago	January 1, 2008	Step 1
Highway Maintainer	MS-18	Department of Transportation	None identified beyond class requirements	October 1, 2007	\$20.55/hour or \$3,575/month
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 4-year college	January 1, 2008	Step 4
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 4-year college	January 1, 2008	Step 6
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 2
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 4

SUBTITLE B

Information Services Intern	RC-063-15	Work in Cook County	Non-Computer Science degree at 4-year college	January 1, 2008	Step 3
Information Services Specialist I	RC-063-17	Work in Cook County	None identified beyond class requirements	January 1, 2008	Step 2
Juvenile Justice Specialist	RC-006-14	None identified	Master's degree	September 1, 2008	Step 2
Juvenile Justice Specialist Intern	RC-006-11	None identified	Master's degree	September 1, 2008	Step 2
Meat & Poultry Inspector Trainee	RC-029	Work in Regions 1 and 6	None identified beyond class requirements	May 15, 2014	Step 1
Physician Specialist, Option C	RC-063-MD-C	Work in Alton, Chester, Choate, Ludeman, McFarland, and Murray facilities	None identified beyond class requirements	May 1, 2018	Step 5
Physician Specialist, Option D	RC-063-MD-D	Work in Alton, Chester, Choate, Ludeman, McFarland, and Murray facilities	None identified beyond class requirements	May 1, 2018	Step 5
Telecommunicator	RC-014-12	Work in District 2	None identified beyond class requirements	January 1, 2008	Step 2

SUBTITLE B

Telecommunicator RC-014-10 Trainee	Work in Kane County	None identified beyond class requirements	January 1, 2008	Step 3
Telecommunicator RC-014-10 Trainee	Work in Cook County	None identified beyond class requirements	January 1, 2008	Step 7

3) Trainee Program Only Assigned a Merit Compensation System Salary Range –

Trainee Class Title	Targeted Class Title	Effective Date	Monthly Trainee In-Hire Rate
Account Technician Trainee	Account Technician I	September 29, 2019	\$2,171
Account Technician Trainee	Account Technician II	September 29, 2019	\$2,464
Animal and Animal Products Investigator Trainee	Animal and Animal Products Investigator	September 29, 2019	\$2,487
Arson Investigations Trainee	Arson Investigator I	September 29, 2019	\$2,762
Commerce Commission Police Officer Trainee	Commerce Commission Police Officer I	September 29, 2019	\$2,943
Economic Development Representative Trainee	Economic Development Representative I	September 29, 2019	\$2,876
Economist Associate	Research Economist	September 29, 2019	\$2,987
Educator Intern	Educator	September 29, 2019	\$3,649

SUBTITLE B

Fingerprint Technician Trainee	Fingerprint Technician	September 29, 2019	\$2,434
Governmental Career Trainee	Actuarial Examiner	September 29, 2019	\$2,754
Governmental Career Trainee	Administrative Assistant I	September 29, 2019	\$2,876
Governmental Career Trainee	Appraisal Specialist I	September 29, 2019	\$2,487
Governmental Career Trainee	Community Management Specialist I	September 29, 2019	\$2,539
Governmental Career Trainee	Criminal Intelligence Analyst I	September 29, 2019	\$3,023
Governmental Career Trainee	Criminal Justice Specialist I	September 29, 2019	\$2,754
Governmental Career Trainee	Executive I	September 29, 2019	\$3,023
Governmental Career Trainee	Industrial & Community Development Representative I	September 29, 2019	\$2,876
Governmental Career Trainee	Local Revenue and Fiscal Advisor I	September 29, 2019	\$2,539
Governmental Career Trainee	Methods and Procedures Advisor I	September 29, 2019	\$2,487
Governmental Career Trainee	Public Information Officer III	September 29, 2019	\$3,182
Governmental Career Trainee	Statistical Research Specialist II	September 29, 2019	\$2,556

SUBTITLE B

Governmental Career Trainee	Unemployment Insurance Revenue Analyst II	September 29, 2019	\$2,876
Human Resources Trainee	Human Resources Assistant	September 29, 2019	\$2,036
Human Resources Trainee	Human Resources Associate	September 29, 2019	\$2,254
Human Resources Trainee	Human Resources Representative	September 29, 2019	\$2,611
Human Rights Investigator Trainee	Human Rights Investigator I	September 29, 2019	\$2,697
Insurance Performance Examiner Trainee	Insurance Performance Examiner I	September 29, 2019	\$2,697
Internal Auditor Trainee	Internal Auditor I	September 29, 2019	\$2,854
Internal Auditor Trainee	Methods and Procedures Advisor III	September 29, 2019	\$2,854
Land Reclamation Specialist Trainee	Land Reclamation Specialist I	September 29, 2019	\$2,697
Liability Claims Adjuster Trainee	Liability Claims Adjuster I	September 29, 2019	\$2,487
Management Operations Analyst Trainee	Management Operations Analyst I	September 29, 2019	\$3,023
Medicaid Management Intern	Medicaid Management Analyst	September 29, 2019	\$3,103
Natural Resources Coordinator Trainee	Natural Resources Coordinator	September 29, 2019	\$2,697

SUBTITLE B

Office Occupations Trainee	Account Clerk I	September 29, 2019	\$1,820
Office Occupations Trainee	Data Processing Operator	September 29, 2019	\$1,820
Office Occupations Trainee	Microfilm Operator I	September 29, 2019	\$1,820
Office Occupations Trainee	Office Aide	September 29, 2019	\$1,739
Office Occupations Trainee	Office Assistant	September 29, 2019	\$1,924
Office Occupations Trainee	Office Associate	September 29, 2019	\$2,036
Office Occupations Trainee	Office Clerk	September 29, 2019	\$1,820
Polygraph Examiner Trainee	Polygraph Examiner I	September 29, 2019	\$3,103
Products and Standards Inspector Trainee	Products and Standards Inspector	September 29, 2019	\$3,057 for Cook, DuPage, Lake, Kane and Will Counties and \$2,854 for all others
Psychology Intern	Psychologist I	September 29, 2019	Minimum of the salary range assigned to the trainee class title

SUBTITLE B

			Minimum of the salary range assigned to the trainee class title
Public Administration Intern	Accountant	September 29, 2019	
Public Administration Intern	Accountant Supervisor	September 29, 2019	\$3,023
Public Administration Intern	Administrative Assistant I	September 29, 2019	\$2,876
Public Administration Intern	Administrative Assistant II	September 29, 2019	\$3,182
Public Administration Intern	Agricultural Marketing Representative	September 29, 2019	\$3,023
Public Administration Intern	Assignment Coordinator	September 29, 2019	\$3,271
Public Administration Intern	Business Manager	September 29, 2019	\$3,023
Public Administration Intern	Correctional Casework Supervisor	September 29, 2019	\$3,547
Public Administration Intern	Economic Development Representative I	September 29, 2019	\$2,876
Public Administration Intern	Economic Development Representative II	September 29, 2019	\$3,182
Public Administration Intern	Executive I	September 29, 2019	\$3,023
Public Administration Intern	Executive II	September 29, 2019	\$3,271

SUBTITLE B

Public Administration Intern	Historical Research Specialist	September 29, 2019	\$3,271	
Public Administration Intern	Human Resources Representative	September 29, 2019		Minimum of the salary range assigned to the trainee class title
Public Administration Intern	Human Resources Specialist	September 29, 2019	\$2,547	
Public Administration Intern	Human Rights Mediator	September 29, 2019	\$2,876	
Public Administration Intern	Human Services Casework Manager	September 29, 2019	\$3,271	
Public Administration Intern	Industrial & Community Development Representative I	September 29, 2019	\$2,876	
Public Administration Intern	Industrial & Community Development Representative II	September 29, 2019	\$3,182	
Public Administration Intern	Internal Security Investigator I	September 29, 2019	\$3,271	
Public Administration Intern	Internal Security Investigator II	September 29, 2019	\$3,865	
Public Administration Intern	Labor Conciliator	September 29, 2019	\$3,271	
Public Administration Intern	Librarian II	September 29, 2019	\$3,023	

SUBTITLE B

Public Administration Intern	Management Operations Analyst II	September 29, 2019	\$3,271
Public Administration Intern	Management Systems Specialist	September 29, 2019	\$3,547
Public Administration Intern	Mental Health Administrator I	September 29, 2019	\$3,023
Public Administration Intern	Public Information Coordinator	September 29, 2019	\$3,023
Public Administration Intern	Public Information Officer III	September 29, 2019	\$3,182
Public Administration Intern	Public Service Administrator	September 29, 2019	\$2,968
Public Administration Intern	Senior Public Service Administrator	September 29, 2019	\$4,090
Public Administration Intern	Staff Development Specialist I	September 29, 2019	\$3,023
Public Administration Intern	Statistical Research Specialist III	September 29, 2019	\$2,876
Public Administration Intern	Statistical Research Supervisor	September 29, 2019	\$3,271
Resident Physician	Medical Administrator I - Option C	September 29, 2019	\$8,013
Resident Physician	Medical Administrator I - Option D	September 29, 2019	\$8,949
Resident Physician	Physician Specialist - Option A	September 29, 2019	\$5,040

SUBTITLE B

Resident Physician	Physician Specialist - Option B	September 29, 2019	\$5,191
Resident Physician	Physician Specialist - Option C	September 29, 2019	\$8,660
Resident Physician	Physician Specialist - Option D	September 29, 2019	\$5,508
Resident Physician	Physician Specialist - Option E	September 29, 2019	\$10,297
Retirement Benefits Representative Trainee	Retirement Benefits Representative	September 29, 2019	\$2,347
Seed Analyst Trainee	Seed Analyst I	September 29, 2019	\$2,347
Social Worker Intern	Social Worker I	September 29, 2019	Minimum of the salary range assigned to the trainee class title
Student Intern (Other than the Governor's Natural Resources Fellowship Program at DNR)	None	September 29, 2019	Minimum of the salary range assigned to the trainee class title

SUBTITLE B

Student Intern (Governor's Natural Resources Fellowship Program at DNR)	None	February 24, 2020	\$2,000 for Bachelor's degree in plant or animal ecology, botany, forestry, wildlife biology, ecology or environmental zoology and enrolled in Master's program
Student Worker	None	September 29, 2019	Minimum of the salary range assigned to the trainee class title
Telecommunications Systems Technician Trainee	Telecommunications Systems Technician I	September 29, 2019	\$2,171
Well Inspector Trainee	Well Inspector I	September 29, 2019	\$2,487

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.50 Definitions

The following definitions of terms are for purposes of clarification only. They affect the Schedule of Rates (Subpart B), and Negotiated Rates of Pay (Appendix A). Section 310.500 contains definitions of terms applying specifically to the Merit Compensation System.

"Adjustment in Salary" – A change in salary rate occasioned by a previously committed error or oversight, or required in the best interest of the State as defined in Sections 310.80 and 310.90.

SUBTITLE B

"Agency" means an agency (e.g., Department, Board, Commission, etc.) of Illinois State government whose employees are subject to this Part.

"Anticipated Starting Salary" – A position-specific rate or range within the pay grade or salary range assigned to the classification title to which the position being filled is allocated and based on the value of the work to be performed in the position description. The anticipated starting salary is published in the posting of a position opening. When valuing the work to be performed in the position description, agencies, boards and commissions shall consider questions based on the factors located in Section 310.80(e). The factors are: is the valuation consistent with the treatment of other similar situations; is the valuation equitable in view of the particular circumstances; what are the staffing needs and requirements of the employing agency; and are there labor market influences on recruitment for the classification or position. Some of the questions to be considered are: how are others in this title in the agency compensated; how many staff does the position supervise; what is the scope of the position's area of responsibility; is the position similar to positions at other agencies and, if so, how are those employees compensated; what types of subordinates report to the position and how are they compensated; does this position require a license that is difficult to obtain; has the agency unsuccessfully attempted to fill the position and if so, how many times; and if the position has private sector counterparts, how are they compensated? This is a non-exhaustive list of factors and questions for agencies, boards and commissions to consider when developing an anticipated starting salary.

"Bargaining Representative" – The sole and exclusive labor organization (union, chapter, lodge or association) recognized, as noted in an agreement with the State of Illinois, to negotiate for one or more bargaining units and may include one or more locals.

"Bargaining Unit" – The sole and exclusive labor organization that represents and includes at least one position and its appointed employee as specified in a Certification of Representative, Certification of Clarified Unit or corrected certification issued by the Illinois Labor Relations Board as authorized by Sections 6(c) and 9(d) of the Illinois Public Labor Relations Act [5 ILCS 315].

"Base Salary" – A dollar amount of pay specifically designated in the Negotiated Rates of Pay (Appendix A) or Schedule of Rates (Subpart B). Base salary does not include commission, incentive pay, bilingual pay, longevity pay, overtime pay, shift differential pay or deductions for time not worked.

SUBTITLE B

"Bilingual Pay" – The dollar amount per month, or percentage of the employee's monthly base salary, paid in addition to the employee's base salary when the individual position held by the employee has a job description that requires the use of sign language, Braille, or another second language (e.g., Spanish), or that requires the employee to be bilingual.

"Classification" – The classification established by the Department and approved by the Civil Service Commission based on Section 8a(1) of the Personnel Code [20 ILCS 415] and to which one or more positions are allocated based upon similarity of duties performed, responsibilities assigned and conditions of employment. Classification may be abbreviated to "class" and referred to by its title or title code.

"Class Specification" – The document comprising the title, title code, effective date, distinguishing features of work, illustrative examples of work and desirable requirements.

"Comparable Classes" – Two or more classes that are in the same pay grade.

"Creditable Service" – All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last salary increase that was at least equivalent to a full step.

"Demotion" – The assignment for cause of an employee to a vacant position in a class in a lower pay grade than the former class.

"Department" or "CMS" means the Department of Central Management Services.

"Differential" – The additional compensation added to the base salary of an employee resulting from conditions of employment imposed on the employee during normal schedule of work.

"Director" means the Director of the Department of Central Management Services.

SUBTITLE B

"Divided Class" – The classification established by Section 8a(1) of the Personnel Code [20 ILCS 415], represented by more than one bargaining unit as certified by the Illinois Labor Relations Board. The divided classes effective February 25, 2020 are:

Title	Title Code
Apparel/Dry Goods Specialist III	01233
Bridge Mechanic	05310
Bridge Tender	05320
Civil Engineer I	07601
Civil Engineer II	07602
Civil Engineer III	07603
Clinical Laboratory Associate	08200
Clinical Laboratory Technician I	08215
Clinical Laboratory Technician II	08216
Educator	13100
Educator Aide	13130
Engineering Technician II	13732
Engineering Technician III	13733
Engineering Technician IV	13734
Heavy Construction Equipment Operator	18465
Highway Maintainer	18639
Highway Maintenance Lead Worker	18659
Housekeeper	19600
Labor Maintenance Lead Worker	22809
Laboratory Assistant	22995
Laboratory Associate I	22997
Laboratory Associate II	22998
Laborer (Maintenance)	23080
Licensed Practical Nurse I	23551
Licensed Practical Nurse II	23552
Maintenance Equipment Operator	25020
Maintenance Worker	25500
Pest Control Operator	31810
Power Shovel Operator (Maintenance)	33360
Property and Supply Clerk II	34792
Property and Supply Clerk III	34793
Public Service Administrator	37015
Silk Screen Operator	41020
Social Service Aide Trainee	41285
Storekeeper I	43051
Storekeeper II	43052

SUBTITLE B

Storekeeper III	43053
Stores Clerk	43060

"Entrance Base Salary" – The initial base salary assigned to an employee upon entering State service.

"Hourly Pay Grade" – The designation for hourly negotiated pay rates is "H".

"In Between Pay Grade" – The designation for negotiated pay rates in between pay grades is ".5".

"In-hire Rate" – An in-hire rate is a minimum rate/step for a class that is above or below the normal minimum of the range or full scale rate, as approved by the Director after a review of competitive market starting rates for similar classes or as negotiated between the Director and a bargaining unit.

"Midpoint Salary" – The rate of pay that is the maximum rate and the minimum rate in the salary range added together divided by two and rounded up or down to the nearest whole dollar.

"Option" – The denotation of directly-related education, experience and/or knowledge, skills and abilities required to qualify for the position allocated to the classification. The requirements may meet or exceed the requirements indicated in the class specification. The following options are for the Public Service Administrator classification and have a negotiated pay grade and/or a broad-banded salary range assigned:

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/Internal
Audit/Insurance/Financial
- 2B = Financial Regulatory
- 2C = Economist
- 3 = Management Information System/Data
Processing/Telecommunications
- 3J = Java Application Developer
- 3N = Networking
- 4 = Physical Sciences/Environment
- 6 = Health and Human Services
- 6C = Health Statistics
- 6D = Health Promotion/Disease Prevention

SUBTITLE B

- 6E = Laboratory Specialist
- 6F = Infectious Disease
- 6G = Disaster/Emergency Medical Services
- 6H = Illinois Council on Developmental Disabilities Program Specialist
- 6I = Rehabilitation Counseling
- 7 = Law Enforcement/Correctional
- 7A = Special Agent Supervisor
- 8A = Special License – Architect License
- 8B = Special License – Boiler Inspector License
- 8C = Special License – Certified Public Accountant
- 8D = Special License – Federal Communications Commission License/National Association of Business and Educational Radio
- 8E = Special License – Engineer (Professional)
- 8F = Special License – Federal Aviation Administration Medical Certificate/First Class
- 8G = Special License – Clinical Professional Counselor
- 8H = Special License – Environmental Health Practitioner
- 8I = Special License – Professional Land Surveyor License
- 8J = Food Sanitation Certificate/Licensed Dietician
- 8K = Special License – Licensed Psychologist
- 8L = Special License – Law License
- 8N = Special License – Registered Nurse License
- 8O = Special License – Occupational Therapist License
- 8P = Special License – Pharmacist License
- 8Q = Special License – Religious Ordination by Recognized Commission
- 8R = Special License – Dental Hygienist
- 8S = Special License – Social Worker/Clinical Social Worker
- 8T = Special License – Professional Educator License and Administrative Endorsement
- 8U = Special License – Physical Therapist License
- 8V = Special License – Audiologist License
- 8W = Special License – Speech-Language Pathologist License
- 8Y = Special License – Plumbing License
- 8Z = Special License – Special Metrologist Training
- 9A = Special License – Certified Internal Auditor

SUBTITLE B

- 9B = Special License – Certified Information Systems Auditor
- 9C = Special License – Landscape Architect
- 9D = Special License – Certified Real Estate Appraisal License
- 9G = Special License – Registered Professional Geologist License

The following options are for the Senior Public Service Administrator classification and have a negotiated pay grade and/or a broad-banded salary range assigned:

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/ Internal
Audit/Insurance/Financial
- 2A = Revenue Audit Field Manager
- 2B = Financial Regulatory
- 2C = Economist
- 3 = Management Information System/Data
Processing/Telecommunications
- 4 = Physical Sciences/Environment
- 5 = Agriculture/Conservation
- 6 = Health and Human Services
- 6H = Developmental Disabilities Program Policy
- 7 = Law Enforcement/Correctional
- 7A = Criminal Investigation Chief
- 8A = Special License – Architect License
- 8B = Special License – Boiler Inspector License
- 8C = Special License – Certified Public Accountant/Certified
Internal Auditor/Certified Information Systems Auditor
- 8D = Special License – Dental License
- 8E = Special License – Engineer (Professional)
- 8F = Special License – Clinical Professional Counseling
- 8G = Special License – Geologist License
- 8H = Special License – Environmental Health Practitioner
- 8I = Special License – Illinois Auctioneer License
- 8K = Special License – Licensed Psychologist
- 8L = Special License – Law License (Illinois)
- 8M = Special License – Veterinary Medicine License
- 8N = Special License – Nurse (Registered IL) License
- 8O = Special License – Occupational Therapist License

SUBTITLE B

- 8P = Special License – Pharmacist License
- 8Q = Special License – Nursing Home Administration License
- 8R = Special License – Real Estate Brokers License
- 8S = Special License – Social Worker/Clinical Social Worker
- 8T = Special License – Professional Educator License and
Administrative Endorsement
- 8U = Special License – Landscape Architect
- 8Z = Special License – Certified Real Estate Appraisal License

Other classification titles contain an option and the option also may denote differences in the distinguishing features of work indicated in the classification specification. The classification titles containing an option are:

- Children and Family Service Intern, Option 1
- Children and Family Service Intern, Option 2
- Health Services Investigator II, Option A – General
- Health Services Investigator II, Option C – Pharmacy
- Juvenile Justice Youth and Family Specialist Option 1
- Juvenile Justice Youth and Family Specialist Option 2
- Medical Administrator I Option C
- Medical Administrator I Option D
- Medical Administrator II Option C
- Medical Administrator II Option D
- Physician Specialist – Option A
- Physician Specialist – Option B
- Physician Specialist – Option C
- Physician Specialist – Option D
- Physician Specialist – Option E
- Research Fellow, Option B

"Pay Grade" – The numeric designation used for an established set of steps or salary range.

"Pay Plan Code" – The designation used in assigning a specific salary rate based on a variety of factors associated with the position. Pay Plan Codes used in the Pay Plan are:

- B = Negotiated regular pension formula rate for the State of Illinois
- E = Educator title AFSCME negotiated 12-month regular pension formula rate for the State of Illinois

SUBTITLE B

- J = Negotiated regular pension formula rate for states other than Illinois, California or New Jersey
- L = Educator title AFSCME negotiated 12-month alternative pension formula rate for the State of Illinois
- M = Educator title AFSCME negotiated 9-month regular pension formula rate at the Illinois School for the Visually Impaired
- N = Educator title Illinois Federation of Teachers negotiated 9-month regular pension formula rate for the Illinois School for the Deaf
- O = Educator title AFSCME negotiated 9-month regular pension formula rate at the Illinois Center for Rehabilitation and Education-Roosevelt
- P = Educator title AFSCME negotiated 12-month maximum-security institution rate for the State of Illinois
- Q = Negotiated alternative pension formula rate for the State of Illinois
- S = Negotiated maximum-security institution rate for the State of Illinois
- U = Negotiated regular pension formula rate for the state of California or New Jersey
- V = Educator title AFSCME negotiated 9-month regular pension formula rate at the Department of Juvenile Justice
- W = Educator title AFSCME negotiated 9-month alternative pension formula rate at the Department of Juvenile Justice
- X = Educator title AFSCME negotiated 9-month maximum security rate at the Department of Juvenile Justice

"Promotion" – The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher pay grade than the former class.

"Reallocation" – A position action in which gradual changes in a single position's assigned duties and responsibilities accumulate and result in the assignment of the position to another class.

"Reclassification" – A position action that occurs subsequent to approval of a new or revised classification by the Civil Service Commission and results in the assignment of a position or positions to a different class.

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"Reevaluation" – The assignment of a different pay grade to a class based upon change in relation to other classes or to the labor market.

"Salary Range" – The dollar value represented by Steps 1c through 8 of a pay grade assigned to a class title.

"Satisfactory Performance Increase" – An upward revision in the base salary from one designated step to the next higher step in the pay grade for that class as a result of having served the required amount of time at the former rate with not less than a satisfactory level of competence. (Satisfactory level of competence shall mean work, the level of which, in the opinion of the agency head, is above that typified by the marginal employee.)

"Transfer" – The assignment of an employee to a vacant position having the same pay grade.

"Whole Class" – The classification established by Section 8a(1) of the Personnel Code [20 ILCS 415], represented by no more than one bargaining unit as certified by the Illinois Labor Relations Board and to which no more than one bargaining unit pay grade is assigned.

"Work Year" – That period of time determined by the agency and filed with the Department in accordance with 80 Ill. Adm. Code 303.300.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.60 Conversion of Base Salary to Pay Period Units

For purposes of converting a base salary to an amount applicable for one pay period, the following methods of computation shall apply:

- a) An annual base salary shall be divided by the number of pay periods in one assigned year.
- b) A monthly base salary shall be divided by two on a semi-monthly payment schedule or shall be multiplied by twelve and the result divided by the number of pay periods in a work year on a payment schedule other than semi-monthly.
- c) A weekly base salary shall be multiplied by 52 and the result divided by the number of pay periods in a work year.

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- d) A daily base salary shall be multiplied by the number of days actually worked in a pay period.
- e) An hourly base salary shall be multiplied by the number of hours actually worked in a pay period.

Section 310.70 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation, Sick Leave* and Unused Compensatory Overtime Credits - A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.

* Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of sick days earned and retained during that time period.
- b) Deductions from a Specific Pay Period -- Employees working full time or a regular part of a full time schedule and who work less than the total number of days/hours in a specific pay period due to furlough days/hours or other noncompensated days/hours, as per Section 302.510 of the Personnel Rules (see 80 Ill. Adm. Code 302.510), shall have the value of the days/hours derived by dividing the annualized rate of pay by the total number of days/hours in a work year as filed by the agency with the Department of Central Management Services. The value of the deducted days/hours would be subtracted from the semimonthly rate.
- c) Payment for Fractional Part of a Specific Pay Period – In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, other than when authorized for deduction in accordance with subsection (b), the formula to be used is: monthly rate divided by two equal pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.

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- d) Part-Time Work -- Part-time employees, whose base salary is other than an hourly or daily basis, shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

Section 310.80 Increases in Pay

Except as otherwise provided for in this Section, for employees occupying positions in classes that are paid in conformance with the Schedule of Negotiated Rates (Appendix A) and without a negotiated provision in the currently effective bargaining unit agreement, increases shall be granted as follows and will become effective the first day of the pay period following the date of approval:

- a) Satisfactory Performance Increase –
 - 1) Each employee who has not attained Step 8 of the relevant pay grade, and whose level of performance has been at a satisfactory level of competence, shall be successively advanced in pay to the next higher step in the pay grade after one year of creditable service in the same class.
 - 2) A satisfactory performance increase shall become effective on the first day of the month within which the required period of creditable service is reached.
 - 3) No satisfactory performance increase may be given after the effective date of separation.
- b) Withholding Satisfactory Performance Increase – As an inducement toward attainment of satisfactory level of competence, satisfactory performance increases may be withheld from the employee who has not achieved a satisfactory level of performance. Such action must be supported by:
 - 1) A performance record showing less than satisfactory performance. This must be prepared by the appropriate supervisor, discussed with the employee and approved by the agency head prior to the date the increase would otherwise become effective. The performance record will not be invalidated by refusal of an employee to sign. In such cases, an explanatory comment shall be made on the record by the supervisor. This record will be preserved by the agency.

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- 2) Notice of withholding of satisfactory performance increases to the Department – It shall be reported upon completion of action required by subsection (b)(1), but not later than the submission of the payroll reflecting the denial of the increase.
- c) Redetermination – A satisfactory performance increase previously withheld shall be granted when the cause for withholding has been eliminated. Redetermination must be made at least annually. In such cases the increases will be effective the first day of the month following date of approval and will be preceded by the preparation and filing of a Performance Record within the agency indicating the attainment of satisfactory level of competence.
- d) Other Pay Increases –
 - 1) Promotion –
 - A) Standard Procedures –
 - i) From Other Than Step 8 – Normally, upon promotion, an employee shall be advanced to the lowest step in the targeted pay grade that represents at least a full step increase in the former pay grade. The promotion shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.
 - ii) From Step 8 – The employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least the dollar difference between Step 7 and Step 8 in the former pay grade. To compute this, add the dollar difference between Step 7 and Step 8 in the former pay grade to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least equivalent to that amount. Otherwise, when an employee is promoted from Step 8, the employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least

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equivalent to that amount. The promotion shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.

- B) Exception – Any deviation is a special salary adjustment (see subsection (e)).
- 2) Reallocation –
- A) Standard Procedures –
 - i) From Other Than Step 8 – Normally, upon reallocation, an employee shall be advanced to the lowest step in the targeted pay grade that represents at least a full step increase in the former pay grade.
 - ii) From Step 8 – When an employee is reallocated from Step 8, the employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least equivalent to that amount. The reallocation shall not change the creditable service date for non-bargaining-unit employees or if the increase is less than one step for the bargaining unit employees.
 - B) Exception – Any deviation is a special salary adjustment (see subsection (e)).
- 3) Reevaluation – If a higher pay grade is assigned to a class, the employee occupying the position in the class shall be advanced to the lowest step in the new grade that represents an increase in pay. If an employee becomes eligible for a satisfactory performance increase as a result of the reevaluation, a one-step increase will be granted immediately. The reevaluation shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.

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- 4) Separation and Subsequent Appointment – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher pay grade, an increase shall be given under the conditions and requirements applicable to promotions (see subsection (d)(1)).
 - 5) Reclassification – If the class to which the position is being moved has a higher pay grade, the employee's base salary is advanced to the salary in the new pay grade that represents the least increase in pay. If this new salary is less than the difference between Step 7 and Step 8 in the new pay grade and the employee has been paid the base salary in Step 8 of the previous pay grade for longer than one year, the new salary is advanced one step from the salary in the new pay grade representing the least increase. The reclassification shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.
- e) Adjustment – An employee may receive an upward adjustment in the employee's base salary for the purpose of correcting a previous error, oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments shall have the prior approval of the Director. An adjustment at the time of entrance into State government shall have supporting documentation in the candidate's CMS employment application (CMS-100). In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director shall consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The Director's approval of an adjustment at the time of entrance into State government shall be based on the candidate's documented directly-related education and experience exceeding the minimum requirements in the class specification, prior base salary history, staffing needs and requirements of the employing agency, and labor market influences on the recruitment for the position classification or position. The adjustment shall not change the creditable service date if the increase is less than one step for the bargaining unit employees. When a payroll adjustment is made for an AFSCME represented employee covered by the collective bargaining agreement signed August 21, 2019, upon request, an explanation for the adjustment shall be given to the employee.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

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Section 310.90 Decreases in Pay

Employees other than those whose base salaries are determined by the Schedule of Rates (Subpart B) shall have their salaries reduced only as specified below and shall become effective the first day of the pay period following date of approval:

- a) Demotion for Cause to a Lower Class – Upon demotion, the employee's base salary will be reduced to Step 8 of the pay grade for the lower class if the current base salary is in excess of that pay grade, or to the step in the lower pay grade that provides the salary nearest in amount, but less than, the current base salary, except that an employee demoted during a probationary period following promotion will have the employee's salary reduced to the step in the lower pay grade that represents the salary had the employee not been promoted, and the employee's previous creditable service date will be restored.
- b) Position Reallocated to a Lower Class – The employee's base salary will be reduced to Step 8 of the lower pay grade, if in excess of that pay grade, or to the step in the lower pay grade nearest in amount to, but in no case more than, the current base salary. However, as provided in Section 8(a) of the Personnel Code [20 ILCS 415], the pay for an employee whose position is reallocated because of loss of duties and responsibilities after the employee's appointment to that position shall not be required to be lowered to an exact step for a period of one year. When the base salary is identical to an exact step in the lower range, the employee shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.
- c) Voluntary Reduction to a Lower Class – Upon the voluntary reduction of an employee to a vacant position in a class having a lower pay grade than the class from which the reduction was made, the employee's base salary will be reduced to Step 8 of the lower pay grade if in excess of that pay grade, or to the step in the lower pay grade that provides the base salary nearest in amount, but less than, the current base salary, except that an employee who voluntarily requests a reduction to a lower class during a probationary period following promotion will have the employee's salary reduced to the step in the pay grade that represents the salary had the employee not been promoted, and the employee's previous creditable service date will be restored.
- d) Assignment of a Lower Pay Grade to a Class – Upon assignment, an employee's base salary will be that step in the new pay grade nearest to, but not greater in amount than, the step being vacated in the former pay grade. The reevaluation shall not change the creditable service date.

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- e) Adjustment – An employee may receive a downward adjustment in the employee’s base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The adjustment shall not change the creditable service date.
- f) Reclassification – If the class to which the position is being moved has a lower pay grade, the employee's base salary will be the salary in the new pay grade nearest to, but not greater than, the employee’s former salary. As provided in Section 8(a) of the Personnel Code, the pay for an employee whose position is reclassified shall not be lowered for a period of one year. If the base salary is identical to an exact step in the lower range, the employee shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.100 Other Pay Provisions

- a) Transfer – Upon the assignment of an employee to a vacant position in a class with the same pay grade as the class for the position being vacated, the employee's base salary will not be changed. Upon separation from a position in a given class and subsequent appointment to a position in the same pay grade, no increase in salary will be given.
- b) Entrance Base Salary – State agencies, boards and commissions shall not seek, request or require a candidate’s current wage or salary history. Agencies, boards and commissions shall not use an applicant’s current wage or salary history to screen applicants or request or require current wage or salary history information as a condition for being considered for employment or for an offer of employment. Agencies, boards and commissions shall stop the verification of a candidate’s current wage or salary history. Each agency, board or commission shall identify any location (website, form or process) where current or past wage or salary is requested and remove the request. If a candidate inadvertently or voluntarily without prompting discloses the candidate’s current or past wage or salary, including benefits or other compensation, the agency, board or commission shall not consider or rely on the information in a current or future

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salary offer and shall disregard the information.

- 1) Qualifications Only Meet Minimum Requirements – When a candidate only meets the minimum requirements of the class specification upon entry to State service, an employee's entrance base salary is the in-hire rate or the minimum base salary of the pay grade.
 - 2) Qualifications Above Minimum Requirements – If a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 5% above the candidate's current base salary. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.80(e)).
 - 3) Area Differential – For positions for which additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance step may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate shall be advanced to the new rate.
- c) Geographical Transfer – Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment effective the first day of the month following date of approval.
 - d) Differential and Overtime Pay – An eligible employee may have an amount added to the employee's base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
 - 1) Shift Differential Pay – An employee may be paid an amount in addition to the employee's base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Department. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

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- 2) Overtime Pay –
 - A) Eligibility – The Director will maintain a list of titles and their overtime eligibility as determined by labor contracts, Federal Fair Labor Standards Act (29 USC 203), or State law or regulations. Overtime shall be paid in accordance with the labor contracts, Federal Fair Labor Standards Act, and State law or regulations.
 - B) Compensatory Time – When Contract Contains No Provision – Employees who are eligible for compensatory time may request that time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by labor contracts and the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.
- 3) Incentive Pay – An employee may be paid an amount in addition to the employee's base salary for work performed in excess of the normal work standard as determined by agency management. The additional compensation shall be at a wage rate and in a manner approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

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- 4) Temporary Assignment Pay –
- A) When Assigned to a Higher-Level Position Classification –A bargaining unit employee may be temporarily assigned to a bargaining unit position in a position classification having a higher pay grade and shall be eligible for temporary assignment pay. To be eligible for temporary assignment pay, the employee must be directed to perform the duties that distinguish the higher-level position classification and be held accountable for the responsibility of the higher classification. Employees shall not receive temporary assignment pay for paid days off except if the employee is given the assignment for 30 continuous days or more, the days off fall within the period of time and the employee works 75% of the time of the temporary assignment. Temporary assignment pay shall be calculated as if the employee received a promotion (see Section 310.80(d)(1)) into the higher pay grade. In no event is the temporary assignment pay to be lower than the minimum rate of the higher pay grade or greater than the maximum rate of the higher pay grade.
- B) When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary assignment pay when required to perform duties requiring the ability. The temporary assignment pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- e) Out-of-State Assignment – Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- f) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily basis computed by dividing the annual rate of salary by the total number of work days in the year.

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- g) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave, and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum cannot be given in these transactions. Method of computation is explained in Section 310.70(a).

AGENCY NOTE – The method to be used in computing the lump sum payment for accrued vacation, sick leave and unused compensatory overtime payment for an incumbent entitled to shift differential during the employee's regular work hours will be to use the employee's current base salary plus the shift differential pay. Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days.

- h) Salary Treatment Upon Return From Leave –
- 1) An employee returning from Military Leave (80 Ill. Adm. Code 302.220 and 303.170), Peace Corps Leave (80 Ill. Adm. Code 302.230), Service-Connected Disability Leave (80 Ill. Adm. Code 303.135), Educational Leave (80 Ill. Adm. Code 302.215), Disaster Service Leave With Pay (80 Ill. Adm. Code 303.175), Disaster Service Leave With Pay – Terrorist Attack (80 Ill. Adm. Code 303.176), Family Responsibility Leave (80 Ill. Adm. Code 303.148), leave to accept a temporary, emergency, provisional, exempt (80 Ill. Adm. Code 303.155) or trainee position, leave to serve in domestic peace or job corps (80 Ill. Adm. Code 302.230) or leave to serve in an interim assignment will be placed on the step that reflects satisfactory performance increases to which the employee would have been entitled during the employee's period of leave. Creditable service date will be maintained.
 - 2) An employee returning to the employee's former pay grade from any other leave (not mentioned in subsection (i)(1)) of over 14 days will be placed at the step on which the employee was situated prior to the employee's leave, and the employee's creditable service date will be extended by the duration of the leave.
- i) Salary Treatment Upon Reemployment –
- 1) Upon the reemployment of an employee in a class with the same pay grade as the class for the position held before layoff, the employee will be

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placed at the same salary step as held at the time of the layoff, and the employee's creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.

- 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the step in the lower pay grade that provides the base salary nearest in amount to, but less than, the current value of the step held at the time of layoff, and the employee's creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.

j) Reinstatement –

- 1) For Former State Employees Subject to the Personnel Code Who Had Intervening Employment Outside of State Government – For former State employees subject to the Personnel Code who had intervening employment outside of State government shall be paid under the conditions and requirements applicable to entrance base salary (see subsection (b)).
- 2) For Former State Employees Subject to the Personnel Code Who Had No Intervening Employment or Only Had Intervening State Government Employment – For former State employees subject to the Personnel Code who had no intervening employment or only had intervening State government employment, the salary upon reinstatement should not provide more than a 5% increase over the candidate's current base salary or exceed the current value of the salary step held in the position for which previously certified without prior approval by the Director. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the pay grade. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the pay grade, is a special salary adjustment (see Section 310.80(e)).

- k) Longevity Pay or Longevity Step and Bonus –The Step 8 rate shall be increased by \$25 per month for those employees who have attained 10 years of service and have three years of creditable service on Step 8 in the same pay grade. The Step 8 rate shall be increased by \$50 per month for those employees who have attained 15 years of service and have three years of creditable service on Step 8 in the same pay grade.

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- l) Bilingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.110 Implementation of Pay Plan Changes (Repealed)

(Source: Repealed at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.120 Interpretation and Application of Pay Plan

The Director of Central Management Services shall determine the proper interpretation and application of each provision of the Plan. The decision of the Director as to the proper interpretation or application of any such provision shall be final and binding upon all agencies and employees affected thereby, and all agencies and employees shall comply with the Director's decision, in the absence of a written opinion of the Attorney General or a written directive of the Civil Service Commission or a court order declaring the Director's decision to be unlawful.

Section 310.130 Effective Date

This Pay Plan Narrative (Subpart A), Schedule of Rates (Subpart B), Merit Compensation System (Subpart C), Negotiated Rates of Pay (Appendix A), Merit Compensation System Salary Schedule (Appendix D), and Broad-Band Pay Range Classes Salary Schedule (Appendix G) shall be effective for Fiscal Year 2021.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.140 Reinstatement of Within Grade Salary Increases (Repealed)

(Source: Repealed at 22 Ill. Reg. 16158, effective August 31, 1998)

Section 310.150 Fiscal Year 1985 Pay Changes in Schedule of Salary Grades effective July 1, 1984 (Repealed)

(Source: Repealed at 9 Ill. Reg. 10663, effective July 1, 1985)

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SUBPART B: SCHEDULE OF RATES

Section 310.205 Introduction

An employee occupying a position for which the rate of pay is determined by one of the methods enumerated in this Subpart shall be paid a wage as specified.

Section 310.210 Prevailing Rate

- a) Classes – The following are prevailing rate classes:

Baker	Plasterer
Barber	Plumber
Beautician	Roofer
Brickmason	Sewage Plant Operator
Carpenter	Sign Painter
Carpenter Foreman	Sign Painter Helper
Cement Finisher	Stationary Engineer
Electrician	Stationary Engineer – Assistant Chief
Highway Construction Equipment Operator	Stationary Engineer – Chief
Laborer	Stationary Fireman
Laborer (Building)	Steamfitter
Laborer Foreman	Teacher of Barbering
Machinist	Teacher of Beauty Culture
Maintenance Worker (Power Plant)	Tinsmith
Painter	Trades Tender
Painter Foreman	Water Plant Operator

- b) Boiler Safety Specialist – This section shall apply to employees occupying positions in the Boiler Safety Specialist class that are represented by the RC-008 bargaining unit (see Appendix A, Table L).
- c) Rate Certification Process and Effective Date – Prevailing rate means the rate of pay for each class and locality certified as being correct by the designated representative of the respective bargaining unit or representative and approved by the Director or as established under the Prevailing Wage Act [820 ILCS 130]. Copies of signed agreements between contractors or other employers and the respective bargaining unit or representative shall be certified to the Department for each fiscal year of the State by the following process: The designated representative of the respective bargaining unit or representative shall certify to CMS or its designee copies of signed agreements between contractors or other employers and the respective bargaining unit or representative. These certified

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agreements and accompanying CMS Prevailing Wage Certification Form shall be considered adequate proof of the prevailing rate of wages to be paid, minus the per hour costs of fringe benefits so designated by the 2015-2019 Collective Bargaining Agreement (CBA), if any, in keeping with past practice. CMS adjusts the wages, retroactive to the effective date reflected in the certified agreements. Certifications from the bargaining unit or representative include a copy of the signed agreements and the CMS Prevailing Wage Certification Form. The effective dates of wage changes are the effective dates reflected in the certified agreements.

- d) Pension Formula Adjustment – Effective January 1, 2006, employees shall be paid an additional 4.00% above the prevailing rate of wages for employees on the standard pension formula and 5.5% above the prevailing rate of wages for employees on the alternative pension formula, minus the per hour costs of fringe benefits. Employees newly hired into a prevailing rate class on or after December 1, 2013 shall be paid the appropriate prevailing rate and shall not be eligible for this pension formula adjustment unless otherwise agreed to by the union representative and the Director.
- e) Maximum Security Rates – Positions in maximum security institutions shall receive a \$50 a month adjustment to the employee's monthly wages for all employees with seven or more years of continuous service with the Department of Corrections. Employees shall receive the adjustment as long as they remain employees at a maximum security facility.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.220 Negotiated Rate

- a) Rates by Geographic Area, Agency or Agency Area – The rate of pay for a class in any specific area or agency, or in a specific area for an agency, is established and approved by the Director of Central Management Services after having conducted negotiations for this purpose, or as certified as being correct and reported to the Director of Central Management Services by the Director of the Illinois Department of Labor for designated classifications.
- b) Rates for Positions Excluded from Bargaining Unit Representation – An employee occupying a position in a class normally subject to contract, but whose position is excluded from the bargaining unit, shall be assigned to the Merit Compensation System (Subpart C) and receive the rates, within the Merit Compensation System Salary Schedule (Appendix D) based on the salary range assigned to the classification title in Section 310.410 or within the Broad-Band

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Pay Range Classes Salary Schedule (Appendix G) based on the salary range assigned to the classification title.

- c) Rates for Higher Duties – As provided in certain collective bargaining agreements, an employee may be paid at an appropriate higher rate when assigned to perform the duties of a higher level position. Eligibility for and the amount of this pay will be as provided in the contract.
- d) Promotion from Step 8 – The employee shall be paid as provided in Section 310.80(d)(1)(A)(ii).
- e) To Locate Rates – The negotiated rates of pay for classifications in specified operating agencies, in specified agency facilities or with specified duties shall be as indicated in Appendix A, unless the rates are red-circled.
- f) Red-Circled Rates – Red-circled rates are the negotiated or arbitrator assigned base salaries not otherwise on a step in the pay grade assigned to a classification or in the Pay Plan. The base salaries may be above the pay grade's maximum base salary or between two base salaries on consecutive steps. An employee who takes a position in a Trainee Program (see 80 Ill. Adm. Code 302.170) classification that represents a reduction when comparing classifications (see Section 310.45) shall receive the higher amount of either the in-hire rate or the base salary red-circled at the amount of the former classification. Upon completion of a trainee period, the employee who is promoted to a targeted title shall receive the rate on a step that results in a minimum of one dollar increase based on the difference between the two steps, which the red-circled rate is between, added to the red-circled rate. If through negotiation of a classification assignment to a pay grade where the base salary exceeds Step 8, the base salary shall be red-circled at its current rate and may receive contractual adjustments.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.230 Part-Time Daily or Hourly Special Services Rate (Repealed)

(Source: Repealed at 32 Ill. Reg. 9881, effective July 1, 2008)

Section 310.240 Daily or Hourly Rate Conversion

Rates of pay for employees whose work is of an irregular nature and whose compensation is based on a daily or hourly rate shall be computed as follows:

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- a) Daily Rate Conversion – Conversion of the applicable monthly salary to an annual amount and dividing the result by the number of working days in a year according to the normal work schedule of that class for the agency.
- b) Hourly Rate Conversion – Conversion of the applicable monthly salary to an annual amount and dividing the result by the number of working hours in a year according to the normal work schedule of that class for the agency.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.250 Member, Patient and Inmate Rate

The rates of pay for all members, patients and inmates shall be as decided by the head of the operating agency in accordance with the agency's administrative policy and reported to the Director of the Department of Central Management Services.

Section 310.260 Trainee Rate

Rates of pay for employees working in classes pursuant to a Trainee Program (80 Ill. Adm. Code 302.170) shall conform to those set forth: in negotiated pay grades within Negotiated Rates of Pay (Appendix A) unless the rate is red-circled (Section 310.220(e)); in salary ranges within the Merit Compensation System Salary Schedule (Appendix D) for a class also assigned a bargaining unit pay grade; or as in-hire rates (Section 310.47(f)(3)) for a class only assigned a Merit Compensation System salary range. The process of assigning merit compensation salary ranges to Trainee Program classifications is in Section 310.415. The Trainee Program classifications are:

Title	Title Code	Negotiated Pay Grade	Merit Compensation Salary Range
Account Technician Trainee	00118	None	MS-04
Accounting and Fiscal Administration Career Trainee	00140	RC-062-12	MS-09
Actuarial Examiner Trainee	00196	RC-062-13	MS-10
Administrative Services Worker Trainee	00600	RC-014-02	MS-02
Animal and Animal Products Investigator Trainee	01075	None	MS-09
Appraisal Specialist Trainee	01255	None	MS-09
Arson Investigations Trainee	01485	None	MS-12
Behavioral Analyst Associate	04355	RC-062-15	MS-12

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Child Support Specialist Trainee	07200	RC-062-12	MS-09
Children and Family Service Intern, Option 1	07241	RC-062-12	MS-09
Children and Family Service Intern, Option 2	07242	RC-062-15	MS-12
Civil Engineer Trainee	07607	NR-916	MS-16
Clerical Trainee	08050	RC-014-TR	MS-01
Clinical Laboratory Technologist Trainee	08229	RC-062-14	MS-11
Clinical Psychology Associate	08255	RC-063-18	MS-19
Commerce Commission Police Officer Trainee	08455	None	MS-10
Conservation Police Officer Trainee	09345	RC-061	MS-06
Correctional Officer Trainee	09676	RC-006-05	MS-08
Corrections Nurse Trainee	09836	RC-023-17	MS-16
Corrections Treatment Officer Trainee	09866	RC-006-11	MS-13
Criminal Justice Specialist Trainee	10236	RC-062-13	MS-10
Data Processing Operator Trainee	11428	RC-014-02	MS-02
Data Processing Technician Trainee	11443	RC-028-06	MS-04
Disability Claims Adjudicator Trainee	12539	RC-062-13	MS-10
Economist Associate	12940	None	MS-12
Economic Development Representative Trainee	12939	None	MS-10
Educator Intern	13135	None	MS-10
Energy and Natural Resources Specialist Trainee	13715	RC-062-12	MS-09
Environmental Health Specialist I	13768	RC-062-14	MS-11
Financial Institutions Examiner Trainee	14978	RC-062-13	MS-10
Fingerprint Technician Trainee	15209	None	MS-05
Fire Prevention Inspector Trainee	15320	RC-029-12	MS-10
Firearms Eligibility Analyst Trainee	15375	RC-062-11	MS-08
Forensic Scientist Trainee	15897	RC-062-15	MS-12
Gaming Special Agent Trainee	17195	RC-062-14	MS-11
Geographic Information Trainee	17276	RC-063-15	MS-12
Governmental Career Trainee	17325	None	MS-09

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Graduate Pharmacist	17345	RC-063-20	MS-23
Hearing and Speech Associate	18231	RC-063-18	MS-19
Human Resources Trainee	19694	RC-014-07	MS-04
Human Rights Investigator Trainee	19768	None	MS-09
Human Services Grants Coordinator Trainee	19796	RC-062-12	MS-09
Industrial Services Consultant Trainee	21125	RC-062-11	MS-08
Industrial Services Hygienist Trainee	21133	RC-062-12	MS-09
Information Services Intern	21160	RC-063-15	MS-12
Insurance Analyst Trainee	21566	RC-014-07	MS-04
Insurance Company Financial Examiner Trainee	21610	RC-062-13	MS-10
Insurance Performance Examiner Trainee	21680	None	MS-09
Internal Auditor Trainee	21726	None	MS-09
Juvenile Justice Specialist Intern	21976	RC-006-11	MS-13
Land Reclamation Specialist Trainee	23137	None	MS-09
Liability Claims Adjuster Trainee	23375	None	MS-09
Life Sciences Career Trainee	23600	RC-062-12	MS-09
Management Operations Analyst Trainee	25545	None	MS-12
Manpower Planner Trainee	25597	RC-062-12	MS-09
Meat and Poultry Inspector Trainee	26075	RC-029-09	MS-07
Medicaid Management Intern	26305	None	MS-13
Mental Health Administrator Trainee	26817	RC-062-16	MS-14
Mental Health Specialist Trainee	26928	RC-062-11	MS-08
Mental Health Technician Trainee	27020	RC-009-01	MS-03
Methods and Procedures Career Associate Trainee	27137	RC-062-09	MS-06
Natural Resources Coordinator Trainee	28830	None	MS-09
Office Occupations Trainee	30075	None	MS-01
Polygraph Examiner Trainee	33005	None	MS-12
Products and Standards Inspector Trainee	34605	None	MS-09
Program Integrity Auditor Trainee	34635	RC-062-12	MS-09

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Psychologist Associate	35626	RC-063-15	MS-12
Psychology Intern	35660	None	MS-15
Public Administration Intern	35700	None	MS-11
Public Aid Investigator Trainee	35874	RC-062-14	MS-11
Public Health Program Specialist Trainee	36615	RC-062-12	MS-09
Public Safety Inspector Trainee	37010	RC-062-10	MS-07
Rehabilitation Counselor Trainee	38159	RC-062-15	MS-12
Rehabilitation/Mobility Instructor Trainee	38167	RC-063-15	MS-12
Research Fellow, Option B	38211	None	MS-19
Resident Physician	38270	None	MS-15
Residential Care Worker Trainee	38279	RC-009-11	MS-05
Retirement Benefits Representative Trainee	38316	RC-062-10	MS-07
Revenue Auditor Trainee (IL)	38375	RC-062-12	MS-09
Revenue Auditor Trainee (states other than IL and not assigned to RC-062-15)	38375	RC-062-13	MS-09
Revenue Auditor Trainee (see Note in Appendix A Table W)	38375	RC-062-15	MS-09
Revenue Collection Officer Trainee	38405	RC-062-12	MS-09
Revenue Special Agent Trainee	38565	RC-062-14	MS-11
Revenue Tax Specialist Trainee	38575	RC-062-10	MS-07
Security Therapy Aide Trainee	39905	RC-009-13	MS-06
Seed Analyst Trainee	39953	None	MS-07
		RC-006-01	
Social Service Aide Trainee	41285	RC-009-02	MS-03
Social Services Career Trainee	41320	RC-062-12	MS-09
Social Worker Intern	41430	None	MS-15
Student Intern	43190	None	MS-01
Student Worker	43200	None	MS-01
Telecommunications Systems Technician Trainee	45314	None	MS-05
Telecommunicator Trainee	45325	RC-014-10	MS-07

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Terrorism Research Specialist Trainee	45375	RC-062-14	MS-11
Weatherization Specialist Trainee	49105	RC-062-12	MS-09
Well Inspector Trainee	49425	None	MS-09

(Source: Amended at 44 Ill. Reg. 6859, effective April 16, 2020)

Section 310.270 Legislated Rate (Repealed)

(Source: Repealed at 39 Ill. Reg. 7878, effective May 22, 2015)

Section 310.280 Designated Rate

- a) Requirements – The rate of pay for a specific position or class of positions excluded from the other requirements of this Pay Plan shall be only as designated by the Governor. A designated rate is the fixed rate of pay assigned usually to one position within a position classification. The fixed rate is above the maximum of the salary range assigned to the position classification. The fixed rate is the value the employing agency determines for the uniquely combined position and employee or the candidate recruited to be the employee. A designated rate may be assigned to a position classification and, therefore, all positions within the position classification. The establishment of or change to a designated rate requires a request from the head of the employing agency to the Director.
- b) Request from the Head of the Employing Agency – The request from the employing agency head shall explain the unique nature of the employee's education and experience combined with the position's scope, responsibility, and reporting that warrant the requested designated rate, how the requested designated rate was determined, and the requested effective date. The employing agency shall attach to the request the current position description (CMS-104) and the candidate's or employee's current State employment or promotional employment application (CMS-100 or CMS-100B).
- c) Review and Approval – The Director shall review the requested designated rate by comparing the value given to other positions and employees in the employing agency, the State, and other states when available. Following the review, the Director shall seek the Governor's approval for the designated rate and its effective date.

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- d) Employee Payment – When the rate is approved, this Section shall be amended to include the approved designated rate. Once amended, the employing agency shall pay the employee the designated rate retroactively to the effective date approved by the Governor.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.290 Out-of-State Rate (Repealed)

(Source: Repealed at 32 Ill. Reg. 9881, effective July 1, 2008)

Section 310.295 Foreign Service Rate (Repealed)

(Source: Repealed at 32 Ill. Reg. 9881, effective July 1, 2008)

Section 310.300 Educator Schedule for RC-063 and HR-010

The rates of pay for employees in an Educator position shall be as determined in this Section and as shown in Appendix A, Tables T and Y.

- a) Selection of the appropriate salary lane will be based on the level of academic status attained by the incumbent that relates to the educational programs of the employing agency. All hours beyond bachelor's level must be approved by the employing agency as being applicable to its programs.
- b) All provisions of Subpart A shall apply to incumbents of the Educator positions, with the following exceptions:
- 1) For HR-010 only, Section 310.100 (b) and (m) shall not apply.
 - 2) For both RC-063 and HR-010: Section 310.100 (d) (3) and (4), (e) and (f) shall not apply.
- c) Upon furnishing evidence of the satisfactory completion of required course work, the employee shall be advanced in pay to the same numbered step in the appropriate salary lane. Increases in the rate of pay shall be effective on the first day of the pay period following approval.

(Source: Amended at 40 Ill. Reg. 9356, effective July 1, 2016)

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Section 310.310 Physician Specialist Rate

Upon furnishing evidence of American Board Certification in accordance with the requirements provisions of the class specification for Physician Specialist, an incumbent shall advance from a step in the residency option to the same numbered step of the certification option of their specialty. Such increase in the rate of pay shall be effective on the first day of the pay period following the date of approval.

(Source: Peremptory Amendment at 11 Ill. Reg. 13675, effective July 29, 1987)

Section 310.320 Annual Compensation Ranges for Executive Director and Assistant Executive Director, State Board of Elections (Repealed)

(Source: Repealed at 29 Ill. Reg. 13540, effective August 22, 2005)

Section 310.330 Excluded Classes Rate (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

SUBPART C: MERIT COMPENSATION SYSTEM

Section 310.410 Jurisdiction

The Merit Compensation System shall apply to classes of positions, or positions excluded from bargaining unit representation, designated below and Broad-Band classes in Appendix G. In addition, the classes are listed in the ALPHABETIC INDEX OF POSITION TITLES. Also see Section 310.495 for the application of the Merit Compensation System for those Broad-Band titles listed with their salary ranges in Appendix G.

Title	Title Code	Salary Range
Account Clerk I	00111	MS-03
Account Clerk II	00112	MS-04
Account Technician I	00115	MS-07
Account Technician II	00116	MS-09
Account Technician Trainee	00118	MS-04
Accountant	00130	MS-11
Accountant Advanced	00133	MS-14
Accountant Supervisor	00135	MS-19
Accounting and Fiscal Administration Career Trainee	00140	MS-09

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Activity Program Aide I	00151	MS-04
Activity Program Aide II	00152	MS-05
Activity Therapist	00157	MS-12
Activity Therapist Coordinator	00160	MS-16
Activity Therapist Supervisor	00163	MS-23
Actuarial Assistant	00187	MS-14
Actuarial Examiner	00195	MS-14
Actuarial Examiner Trainee	00196	MS-10
Actuarial Senior Examiner	00197	MS-21
Actuary I	00201	MS-23
Actuary II	00202	MS-31
Actuary III	00203	MS-33
Administrative Assistant I	00501	MS-16
Administrative Assistant II	00502	MS-21
Administrative Services Worker Trainee	00600	MS-02
Agricultural Executive	00800	MS-23
Agricultural Land and Water Resources Supervisor	00811	MS-25
Agricultural Market News Assistant	00804	MS-09
Agricultural Marketing Reporter	00807	MS-19
Agricultural Marketing Representative	00810	MS-19
Agriculture Land and Water Resource Specialist I	00831	MS-11
Agriculture Land and Water Resource Specialist II	00832	MS-16
Agriculture Land and Water Resource Specialist III	00833	MS-23
Aircraft Dispatcher	00951	MS-09
Aircraft Lead Dispatcher	00952	MS-11
Aircraft Pilot I	00955	MS-21
Aircraft Pilot II	00956	MS-28
Aircraft Pilot II – Dual Rating	00957	MS-29
Amusement Ride Safety Inspector	01061	MS-14
Animal and Animal Products Investigator	01072	MS-11
Animal and Animal Products Investigator Trainee	01075	MS-09
Apiary Inspector	01215	MS-03
Apparel/Dry Goods Specialist I	01231	MS-04
Apparel/Dry Goods Specialist II	01232	MS-05
Apparel/Dry Goods Specialist III	01233	MS-10
Appraisal Specialist I	01251	MS-11
Appraisal Specialist II	01252	MS-14
Appraisal Specialist III	01253	MS-19
Appraisal Specialist Trainee	01255	MS-09

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Arbitrator	01401	MS-33
Architect	01440	MS-28
Arson Investigations Trainee	01485	MS-12
Arson Investigator I	01481	MS-15
Arson Investigator II	01482	MS-20
Arts Council Associate	01523	MS-09
Arts Council Program Coordinator	01526	MS-19
Arts Council Program Representative	01527	MS-12
Assignment Coordinator	01530	MS-23
Assistant Automotive Shop Supervisor	01565	MS-11
Assistant Reimbursement Officer	02424	MS-05
Audio Visual Technician I	03501	MS-04
Audio Visual Technician II	03502	MS-06
Auto and Body Repairer	03680	MS-13
Automotive Attendant I	03696	MS-03
Automotive Attendant II	03697	MS-03
Automotive Mechanic	03700	MS-13
Automotive Parts Warehouse Specialist	03734	MS-11
Automotive Parts Warehouse	03730	MS-11
Automotive Shop Supervisor	03749	MS-18
Bank Examiner I	04131	MS-14
Bank Examiner II	04132	MS-21
Bank Examiner III	04133	MS-28
Behavioral Analyst Associate	04355	MS-12
Behavioral Analyst I	04351	MS-16
Behavioral Analyst II	04352	MS-21
Blasting Expert	04720	MS-27
Blasting Specialist	04725	MS-25
Blasting Supervisor	04730	MS-29
Boat Safety Inspection Supervisor	04850	MS-22
Boiler Safety Audit Specialist	04900	MS-30
Boiler Safety Specialist	04910	MS-26
Breath Alcohol Analysis Technician	05170	MS-15
Bridge Mechanic	05310	MS-17
Bridge Tender	05320	MS-18
Building Construction Inspector I	05541	MS-18
Building Construction Inspector II	05542	MS-20
Building Services Worker	05616	MS-05

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Building/Grounds Laborer	05598	MS-08
Building/Grounds Lead I	05601	MS-10
Building/Grounds Lead II	05602	MS-12
Building/Grounds Maintenance Worker	05613	MS-09
Building/Grounds Supervisor	05605	MS-12
Business Administrative Specialist	05810	MS-14
Business Manager	05815	MS-19
Buyer	05900	MS-19
Buyer Assistant	05905	MS-07
Cancer Registrar I	05951	MS-11
Cancer Registrar II	05952	MS-14
Cancer Registrar III	05953	MS-23
Cancer Registrar Assistant Manager	05954	MS-27
Cancer Registrar Manager	05955	MS-31
Canine Specialist	06500	MS-20
Capital Development Board Account Technician	06515	MS-08
Capital Development Board Art In Architecture Technician	06533	MS-09
Capital Development Board Construction Support Analyst	06520	MS-08
Capital Development Board Media Technician	06525	MS-11
Capital Development Board Project Technician	06530	MS-09
Cartographer III	06673	MS-28
Chaplain I	06901	MS-14
Chaplain II	06902	MS-21
Check Issuance Machine Operator	06920	MS-06
Check Issuance Machine Supervisor	06925	MS-08
Chemist I	06941	MS-14
Chemist II	06942	MS-21
Chemist III	06943	MS-25
Child Development Aide	07184	MS-07
Child Protection Advanced Specialist	07161	MS-21
Child Protection Associate Specialist	07162	MS-14
Child Protection Specialist	07163	MS-19
Child Support Specialist I	07198	MS-14
Child Support Specialist II	07199	MS-16
Child Support Specialist Trainee	07200	MS-09

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Child Welfare Administrative Case Reviewer	07190	MS-28
Child Welfare Advanced Specialist	07215	MS-21
Child Welfare Associate Specialist	07216	MS-14
Child Welfare Court Facilitator	07196	MS-28
Child Welfare Nurse Specialist	07197	MS-22
Child Welfare Senior Specialist	07217	MS-28
Child Welfare Specialist	07218	MS-19
Child Welfare Staff Development Coordinator IV	07204	MS-28
Children and Family Service Intern, Option 1	07241	MS-09
Children and Family Service Intern, Option 2	07242	MS-12
Civil Engineer I	07601	MS-22
Civil Engineer II	07602	MS-26
Civil Engineer III	07603	MS-30
Civil Engineer IV	07604	MS-31
Civil Engineer Trainee	07607	MS-16
Clerical Trainee	08050	MS-01
Clinical Laboratory Associate	08200	MS-05
Clinical Laboratory Phlebotomist	08213	MS-04
Clinical Laboratory Technician I	08215	MS-07
Clinical Laboratory Technician II	08216	MS-09
Clinical Laboratory Technologist I	08220	MS-19
Clinical Laboratory Technologist II	08221	MS-21
Clinical Laboratory Technologist Trainee	08229	MS-11
Clinical Pharmacist	08235	MS-32
Clinical Psychologist	08250	MS-29
Clinical Psychology Associate	08255	MS-19
Clinical Services Supervisor	08260	MS-31
Commerce Commission Police Officer I	08451	MS-18
Commerce Commission Police Officer II	08452	MS-22
Commerce Commission Police Officer Trainee	08455	MS-10
Commerce Commission Police Sergeant	08457	MS-24
Commodities Inspector	08770	MS-08
Communications Dispatcher	08815	MS-06
Communications Equipment Technician I	08831	MS-16
Communications Equipment Technician II	08832	MS-21
Communications Equipment Technician III	08833	MS-23
Communications Systems Specialist	08860	MS-29

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Community Management Specialist I	08891	MS-12
Community Management Specialist II	08892	MS-16
Community Management Specialist III	08893	MS-21
Community Planner I	08901	MS-12
Community Planner II	08902	MS-16
Community Planner III	08903	MS-21
Compliance Officer	08919	MS-11
Computer Evidence Recovery Specialist	08980	MS-32
Conservation Education Representative	09300	MS-09
Conservation Grant Administrator I	09311	MS-19
Conservation Grant Administrator II	09312	MS-23
Conservation Grant Administrator III	09313	MS-28
Conservation Police Lieutenant	09339	MS-23
Conservation Police Officer I	09341	MS-18
Conservation Police Officer II	09342	MS-19
Conservation Police Officer Trainee	09345	MS-06
Conservation Police Sergeant	09347	MS-22
Conservation/Historic Preservation Worker	09317	MS-01
Construction Program Assistant	09525	MS-09
Construction Supervisor	09560	MS-14
Contract Specialist I	09566	MS-08
Contract Specialist II	09567	MS-11
Contract Specialist III	09568	MS-14
Cook I	09601	MS-04
Cook II	09602	MS-07
Correctional Casework Supervisor	09655	MS-25
Correctional Counselor I	09661	MS-12
Correctional Counselor II	09662	MS-16
Correctional Counselor III	09663	MS-21
Correctional Lieutenant	09673	MS-24
Correctional Officer	09675	MS-11
Correctional Officer Trainee	09676	MS-08
Correctional Sergeant	09717	MS-16
Corrections Apprehension Specialist	09750	MS-21
Corrections Assessment Specialist	09758	MS-21
Corrections Clerk I	09771	MS-11
Corrections Clerk II	09772	MS-13
Corrections Clerk III	09773	MS-18
Corrections Command Center Supervisor	09500	MS-32

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Corrections Family Services Coordinator	09600	MS-32
Corrections Food Service Supervisor I	09793	MS-13
Corrections Food Service Supervisor II	09794	MS-18
Corrections Food Service Supervisor III	09795	MS-21
Corrections Grounds Supervisor	09796	MS-16
Corrections Identification Supervisor	09800	MS-24
Corrections Identification Technician	09801	MS-13
Corrections Industries Marketing Representative	09803	MS-16
Corrections Industry Lead Worker	09805	MS-16
Corrections Industry Supervisor	09807	MS-21
Corrections Intelligence Program Unit Manager	09798	MS-31
Corrections Laundry Manager I	09808	MS-18
Corrections Laundry Manager II	09809	MS-20
Corrections Law Library Assistant	09819	MS-11
Corrections Leisure Activities Specialist I	09811	MS-12
Corrections Leisure Activities Specialist II	09812	MS-16
Corrections Leisure Activities Specialist III	09813	MS-21
Corrections Leisure Activities Specialist IV	09814	MS-25
Corrections Locksmith	09818	MS-16
Corrections Maintenance Craftsman	09821	MS-16
Corrections Maintenance Supervisor	09822	MS-20
Corrections Maintenance Worker	09823	MS-12
Corrections Medical Technician	09824	MS-12
Corrections Nurse I	09825	MS-20
Corrections Nurse II	09826	MS-25
Corrections Nurse Trainee	09836	MS-16
Corrections Parole Agent	09842	MS-16
Corrections Placement Resources Regional Supervisor	09839	MS-31
Corrections Program Administrator	09849	MS-31
Corrections Psychologist Administrator	09855	MS-32
Corrections Regional Mental Health Services Administrator	09857	MS-32
Corrections Residence Counselor I	09837	MS-13
Corrections Residence Counselor II	09838	MS-20
Corrections Senior Parole Agent	09844	MS-21
Corrections Supply Supervisor I	09861	MS-13
Corrections Supply Supervisor II	09862	MS-18
Corrections Supply Supervisor III	09863	MS-21
Corrections Training Program Supervisor	09860	MS-32

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Corrections Transportation Officer I	09871	MS-13
Corrections Transportation Officer II	09872	MS-20
Corrections Treatment Officer	09864	MS-20
Corrections Treatment Officer Supervisor	09865	MS-27
Corrections Treatment Officer Trainee	09866	MS-13
Corrections Treatment Senior Security Supervisor	09867	MS-31
Corrections Unit Superintendent	09868	MS-32
Corrections Utilities Operator	09875	MS-16
Corrections Vocational Instructor	09879	MS-16
Corrections Vocational School Supervisor	09880	MS-20
Court Reporter	09900	MS-12
Court Reporter Supervisor	09903	MS-26
Crime Scene Investigator	09980	MS-25
Criminal Intelligence Analyst I	10161	MS-19
Criminal Intelligence Analyst II	10162	MS-23
Criminal Intelligence Analyst Specialist	10165	MS-28
Criminal Intelligence Analyst Supervisor	10169	MS-32
Criminal Justice Specialist I	10231	MS-14
Criminal Justice Specialist II	10232	MS-23
Criminal Justice Specialist Trainee	10236	MS-10
Curator Of The Lincoln Collection	10750	MS-14
Data Processing Administrative Specialist	11415	MS-11
Data Processing Assistant	11420	MS-04
Data Processing Operator	11425	MS-03
Data Processing Operator Trainee	11428	MS-02
Data Processing Specialist	11430	MS-09
Data Processing Supervisor I	11435	MS-08
Data Processing Supervisor II	11436	MS-11
Data Processing Supervisor III	11437	MS-19
Data Processing Technician	11440	MS-06
Data Processing Technician Trainee	11443	MS-04
Day Care Licensing Representative I	11471	MS-14
Day Care Licensing Representative II	11472	MS-19
Deck Hand	11500	MS-15
Dental Assistant	11650	MS-07
Dental Hygienist	11700	MS-11
Dentist I	11751	MS-29
Dentist II	11752	MS-33

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Developmental Disabilities Council Program Planner I	12361	MS-09
Developmental Disabilities Council Program Planner II	12362	MS-14
Developmental Disabilities Council Program Planner III	12363	MS-19
Developmental Psychological Services Administrator	12380	MS-32
Dietary Manager I	12501	MS-14
Dietary Manager II	12502	MS-19
Dietitian	12510	MS-12
Disability Appeals Officer	12530	MS-28
Disability Claims Adjudicator I	12537	MS-14
Disability Claims Adjudicator II	12538	MS-19
Disability Claims Adjudicator Trainee	12539	MS-10
Disability Claims Analyst	12540	MS-25
Disability Claims Specialist	12558	MS-21
Disaster Services Planner	12585	MS-21
Document Examiner	12640	MS-28
Drafting Worker	12749	MS-08
Drug Compliance Investigator	12778	MS-31
Economic Development Representative I	12931	MS-16
Economic Development Representative II	12932	MS-21
Economic Development Representative Trainee	12939	MS-10
Economist Associate	12940	MS-12
Educational Diagnostician	12965	MS-09
Educational Media Program Specialist	12980	MS-16
Educator	13100	MS-26
Educator – Career and Technical	13103	MS-16
Educator – Career and Technical Provisional	13104	MS-15
Educator Aide	13130	MS-08
Educator Intern	13135	MS-10
Electrical Engineer	13180	MS-28
Electroencephalograph Technician	13300	MS-05
Electronic Equipment Installer/Repairer	13340	MS-07
Electronic Equipment Installer/Repairer Lead Worker	13345	MS-09
Electronics Technician	13360	MS-12
Elevator Inspector	13495	MS-21
Elevator Operator	13500	MS-05
Emergency Response Lead Telecommunicator	13540	MS-10
Emergency Response Telecommunicator	13543	MS-08
Employee Benefits Associate	13554	MS-09
Employee Benefits Representative	13555	MS-12
Employee Benefits Specialist	13556	MS-16

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Employment Security Field Office Supervisor	13600	MS-23
Employment Security Manpower Representative I	13621	MS-09
Employment Security Manpower Representative II	13622	MS-11
Employment Security Program Representative	13650	MS-11
Employment Security Program Representative – Intermittent	13651	MS-11
Employment Security Service Representative	13667	MS-14
Employment Security Specialist I	13671	MS-11
Employment Security Specialist II	13672	MS-14
Employment Security Specialist III	13673	MS-21
Employment Security Tax Auditor I	13681	MS-16
Employment Security Tax Auditor II	13682	MS-21
End-User Computer Services Specialist I	13691	MS-24
End-User Computer Services Specialist II	13692	MS-28
End-User Computer Systems Analyst	13693	MS-30
Energy and Natural Resources Specialist I	13711	MS-12
Energy and Natural Resources Specialist II	13712	MS-16
Energy and Natural Resources Specialist III	13713	MS-21
Energy and Natural Resources Specialist Trainee	13715	MS-09
Engineering Technician I	13731	MS-10
Engineering Technician II	13732	MS-13
Engineering Technician III	13733	MS-20
Engineering Technician IV	13734	MS-30
Environmental Engineer I	13751	MS-12
Environmental Engineer II	13752	MS-16
Environmental Engineer III	13753	MS-21
Environmental Engineer IV	13754	MS-28
Environmental Equipment Operator I	13761	MS-09
Environmental Equipment Operator II	13762	MS-11
Environmental Health Specialist I	13768	MS-11
Environmental Health Specialist II	13769	MS-14
Environmental Health Specialist III	13770	MS-19
Environmental Protection Associate	13785	MS-09
Environmental Protection Engineer I	13791	MS-12
Environmental Protection Engineer II	13792	MS-16
Environmental Protection Engineer III	13793	MS-21
Environmental Protection Engineer IV	13794	MS-28
Environmental Protection Geologist I	13801	MS-12
Environmental Protection Geologist II	13802	MS-16
Environmental Protection Geologist III	13803	MS-21

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Environmental Protection Legal Investigator I	13811	MS-10
Environmental Protection Legal Investigator II	13812	MS-11
Environmental Protection Legal Investigator Specialist	13815	MS-13
Environmental Protection Specialist I	13821	MS-11
Environmental Protection Specialist II	13822	MS-14
Environmental Protection Specialist III	13823	MS-19
Environmental Protection Specialist IV	13824	MS-28
Environmental Protection Technician I	13831	MS-05
Environmental Protection Technician II	13832	MS-07
Epidemiology Research and Investigation Scientist	13833	MS-29
Equal Pay Specialist	13837	MS-16
Equine Investigator	13840	MS-09
Executive I	13851	MS-19
Executive II	13852	MS-23
Executive Secretary I	14031	MS-08
Executive Secretary II	14032	MS-11
Executive Secretary III	14033	MS-14
Explosives Inspector I	14051	MS-11
Explosives Inspector II	14052	MS-18
Facility Assistant Fire Chief	14430	MS-10
Facility Fire Chief	14433	MS-13
Facility Fire Safety Coordinator	14435	MS-09
Facility Firefighter	14439	MS-07
Ferry Operator I	14801	MS-18
Ferry Operator II	14802	MS-19
Financial Institutions Examiner I	14971	MS-14
Financial Institutions Examiner II	14972	MS-21
Financial Institutions Examiner III	14973	MS-28
Financial Institutions Examiner Trainee	14978	MS-10
Fingerprint Technician	15204	MS-10
Fingerprint Technician Supervisor	15208	MS-18
Fingerprint Technician Trainee	15209	MS-05
Firearms Eligibility Administrator	15280	MS-32
Firearms Eligibility Analyst I	15371	MS-10
Firearms Eligibility Analyst II	15372	MS-14
Firearms Eligibility Analyst Trainee	15375	MS-08

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Fire Certification Specialist I	15281	MS-16
Fire Certification Specialist II	15282	MS-18
Fire Certification Specialist Supervisor	15283	MS-22
Fire Prevention Inspector I	15316	MS-13
Fire Prevention Inspector II	15317	MS-20
Fire Prevention Inspector Trainee	15320	MS-10
Fire Protection Engineer	15340	MS-28
Fire Protection Specialist I	15351	MS-14
Flight Safety Coordinator	15640	MS-28
Florist II	15652	MS-08
Food Services Program Manager	15800	MS-31
Foreign Service Economic Development Executive I	15871	MS-32
Foreign Service Economic Development Executive II	15872	MS-34
Foreign Service Economic Development Representative	15875	MS-30
Forensic Science Administrator I	15911	MS-31
Forensic Science Administrator II	15912	MS-32
Forensic Science Administrator III	15913	MS-33
Forensic Scientist I	15891	MS-19
Forensic Scientist II	15892	MS-23
Forensic Scientist III	15893	MS-28
Forensic Scientist Trainee	15897	MS-12
Gaming Licensing Analyst	17171	MS-12
Gaming Licensing Specialist	17172	MS-16
Gaming Operations Supervisor	17181	MS-33
Gaming Senior Special Agent	17191	MS-29
Gaming Shift Supervisor	17187	MS-31
Gaming Special Agent	17192	MS-21
Gaming Special Agent Trainee	17195	MS-11
Gaming Unit Supervisor	17201	MS-33
Geographic Information Specialist I	17271	MS-21
Geographic Information Specialist II	17272	MS-29
Geographic Information Trainee	17276	MS-12
Governmental Career Trainee	17325	MS-09
Graduate Pharmacist	17345	MS-23
Graphic Arts Designer	17366	MS-11
Graphic Arts Designer Advanced	17370	MS-14
Graphic Arts Designer Supervisor	17365	MS-19
Graphic Arts Technician	17400	MS-09
Grounds Supervisor	17549	MS-18

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Guard I	17681	MS-04
Guard II	17682	MS-06
Guard III	17683	MS-09
Guard Supervisor	17685	MS-11
Guardianship Representative	17710	MS-16
Guardianship Supervisor	17720	MS-24
Habilitation Program Coordinator	17960	MS-16
Handicapped Services Representative I	17981	MS-08
Health Facilities Surveillance Nurse	18150	MS-22
Health Facilities Surveyor I	18011	MS-14
Health Facilities Surveyor II	18012	MS-21
Health Facilities Surveyor III	18013	MS-23
Health Information Associate	18045	MS-07
Health Information Technician	18047	MS-09
Health Services Investigator I	18179	MS-21
Health Services Investigator II, Option A – General	18185	MS-28
Health Services Investigator II, Option C – Pharmacy	18187	MS-32
Hearing and Speech Advanced Specialist	18227	MS-28
Hearing and Speech Associate	18231	MS-19
Hearing and Speech Specialist	18233	MS-23
Hearing and Speech Technician II	18262	MS-06
Hearings Referee	18300	MS-29
Hearings Referee – Intermittent	18301	MS-29
Heavy Construction Equipment Operator	18465	MS-18
Highway Construction Supervisor I	18525	MS-25
Highway Construction Supervisor II	18526	MS-30
Highway Maintainer	18639	MS-18
Highway Maintenance Lead Worker	18659	MS-18
Historical Documents Conservator I	18981	MS-10
Historical Exhibits Designer	18985	MS-12
Historical Library Chief Of Acquisitions	18987	MS-21
Historical Research Editor II	19002	MS-11
Historical Research Specialist	19008	MS-23
Housekeeper	19600	MS-03
Human Relations Representative	19670	MS-14
Human Resources Assistant	19690	MS-05
Human Resources Associate	19691	MS-08
Human Resources Trainee	19694	MS-04

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Human Rights Investigator I	19774	MS-14
Human Rights Investigator II	19775	MS-19
Human Rights Investigator III	19776	MS-21
Human Rights Investigator Trainee	19768	MS-09
Human Rights Mediation Supervisor	19769	MS-23
Human Rights Mediator	19771	MS-16
Human Rights Specialist I	19778	MS-11
Human Rights Specialist II	19779	MS-14
Human Rights Specialist III	19780	MS-19
Human Services Casework Manager	19788	MS-23
Human Services Caseworker	19785	MS-14
Human Services Grants Coordinator I	19791	MS-11
Human Services Grants Coordinator II	19792	MS-16
Human Services Grants Coordinator III	19793	MS-23
Human Services Grants Coordinator Trainee	19796	MS-09
Human Services Sign Language Interpreter	19810	MS-14
Iconographer	19880	MS-09
Industrial and Community Development Representative I	21051	MS-16
Industrial and Community Development Representative II	21052	MS-21
Industrial Commission Reporter	21080	MS-14
Industrial Commission Technician	21095	MS-08
Industrial Services Consultant I	21121	MS-11
Industrial Services Consultant II	21122	MS-14
Industrial Services Consultant Trainee	21125	MS-08
Industrial Services Hygienist	21127	MS-21
Industrial Services Hygienist Technician	21130	MS-14
Industrial Services Hygienist Trainee	21133	MS-09
Information Services Intern	21160	MS-12
Information Services Specialist I	21161	MS-16
Information Services Specialist II	21162	MS-21
Information Systems Analyst I	21165	MS-25
Information Systems Analyst II	21166	MS-29
Information Systems Analyst III	21167	MS-32
Information Technology/Communications Systems Specialist I	21216	MS-21
Information Technology/Communications Systems Specialist II	21217	MS-31
Inhalation Therapist	21259	MS-05
Inhalation Therapy Supervisor	21260	MS-08
Institutional Maintenance Worker	21465	MS-05
Instrument Designer	21500	MS-19

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Insurance Analyst I	21561	MS-06
Insurance Analyst II	21562	MS-09
Insurance Analyst III	21563	MS-11
Insurance Analyst IV	21564	MS-14
Insurance Analyst Trainee	21566	MS-04
Insurance Company Claims Examiner I	21601	MS-16
Insurance Company Claims Examiner II	21602	MS-21
Insurance Company Field Staff Examiner	21608	MS-14
Insurance Company Financial Examiner Trainee	21610	MS-10
Insurance Financial Specialist	21613	MS-23
Insurance Performance Examiner I	21671	MS-11
Insurance Performance Examiner II	21672	MS-16
Insurance Performance Examiner III	21673	MS-23
Insurance Performance Examiner Trainee	21680	MS-09
Intermittent Clerk	21686	MS-02
Intermittent Laborer (Maintenance)	21687	MS-08
Intermittent Unemployment Insurance Representative	21689	MS-09
Intermittent Unemployment Insurance Technician	21690	MS-04
Internal Auditor I	21721	MS-16
Internal Auditor II	21727	MS-23
Internal Auditor Trainee	21726	MS-09
Internal Investigations Principal Evaluation Supervisor	21735	MS-31
Internal Investigations Supervisor	21740	MS-31
Internal Security Investigator I	21731	MS-22
Internal Security Investigator II	21732	MS-28
International Marketing Representative I	21761	MS-11
Janitor I	21951	MS-13
Janitor II	21952	MS-14
Juvenile Justice Chief of Security	21965	MS-31
Juvenile Justice Psychologist Administrator	21967	MS-32
Juvenile Justice School Counselor	21970	MS-26
Juvenile Justice Specialist	21971	MS-20
Juvenile Justice Specialist Intern	21976	MS-13
Juvenile Justice Supervisor	21980	MS-27
Juvenile Justice Unit Superintendent	21985	MS-32
Juvenile Justice Vocational Instructor	21987	MS-16
Juvenile Justice Youth and Family Specialist Option 1	21991	MS-19
Juvenile Justice Youth and Family Specialist Option 2	21992	MS-23
Juvenile Justice Youth and Family Specialist Supervisor	21995	MS-28
Kidcare Supervisor	22003	MS-23

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Labor Conciliator	22750	MS-23
Labor Maintenance Lead Worker	22809	MS-16
Laboratory Assistant	22995	MS-03
Laboratory Associate I	22997	MS-07
Laboratory Associate II	22998	MS-09
Laboratory Equipment Specialist	22990	MS-19
Laboratory Quality Specialist I	23021	MS-21
Laboratory Quality Specialist II	23022	MS-25
Laboratory Research Scientist	23025	MS-29
Laboratory Research Specialist I	23027	MS-21
Laboratory Research Specialist II	23028	MS-25
Laborer (Maintenance)	23080	MS-15
Land Acquisition Agent I	23091	MS-12
Land Acquisition Agent II	23092	MS-19
Land Acquisition Agent III	23093	MS-25
Land Reclamation Specialist I	23131	MS-11
Land Reclamation Specialist II	23132	MS-16
Land Reclamation Specialist Trainee	23137	MS-09
Landscape Architect	23145	MS-28
Landscape Planner	23150	MS-21
Laundry Manager I	23191	MS-10
Law Enforcement Training Administrator	23260	MS-32
Legal Research Assistant	23350	MS-10
Liability Claims Adjuster I	23371	MS-11
Liability Claims Adjuster II	23372	MS-19
Liability Claims Adjuster Trainee	23375	MS-09
Librarian I	23401	MS-14
Librarian II	23402	MS-19
Library Aide I	23421	MS-03
Library Associate	23430	MS-09
Library Technical Assistant	23450	MS-07
Licensed Practical Nurse I	23551	MS-09
Licensed Practical Nurse II	23552	MS-10
Licensing Assistant	23568	MS-05
Licensing Investigations Supervisor	23577	MS-32
Licensing Investigator I	23571	MS-10
Licensing Investigator II	23572	MS-13
Licensing Investigator III	23573	MS-15
Licensing Investigator IV	23574	MS-20

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Life Sciences Career Trainee	23600	MS-09
Liquor Control Special Agent I	23751	MS-13
Liquor Control Special Agent II	23752	MS-14
Local Historical Services Representative	24000	MS-16
Local Housing Advisor I	24031	MS-11
Local Housing Advisor II	24032	MS-14
Local Housing Advisor III	24033	MS-19
Local Revenue and Fiscal Advisor I	24101	MS-12
Local Revenue and Fiscal Advisor II	24102	MS-16
Local Revenue and Fiscal Advisor III	24103	MS-21
Lock and Dam Tender	24290	MS-07
Locksmith	24300	MS-16
Lottery Commodities Distributor II	24402	MS-09
Lottery Drawing Senior Specialist	24413	MS-11
Lottery Drawing Specialist	24410	MS-09
Lottery Regional Coordinator	24504	MS-21
Lottery Sales Representative	24515	MS-14
Lottery Telemarketing Representative	24520	MS-06
Maintenance Equipment Operator	25020	MS-18
Maintenance Worker	25500	MS-16
Management Operations Analyst I	25541	MS-19
Management Operations Analyst II	25542	MS-23
Management Operations Analyst Trainee	25545	MS-12
Management Systems Specialist	25583	MS-25
Manpower Planner I	25591	MS-11
Manpower Planner II	25592	MS-16
Manpower Planner III	25593	MS-23
Manpower Planner Trainee	25597	MS-09
Manuscripts Manager	25610	MS-21
Meat and Poultry Inspector	26070	MS-10
Meat and Poultry Inspector Supervisor	26073	MS-13
Meat and Poultry Inspector Trainee	26075	MS-07
Mechanical Engineer I	26201	MS-12
Mechanical Engineer II	26202	MS-16
Mechanical Engineer III	26203	MS-21
Medicaid Management Analyst	26301	MS-20
Medicaid Management Intern	26305	MS-13

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Medical Administrator I Option C	26400	MS-60
Medical Administrator I Option D	26401	MS-62
Medical Administrator II Option C	26402	MS-61
Medical Administrator II Option D	26403	MS-64
Medical Administrator III	26404	MS-65
Medical Administrator IV	26405	MS-66
Medical Assistance Consultant I	26501	MS-10
Medical Assistance Consultant II	26502	MS-14
Medical Assistance Consultant III	26503	MS-21
Mental Health Administrator I	26811	MS-19
Mental Health Administrator II	26812	MS-23
Mental Health Administrator Trainee	26817	MS-14
Mental Health Program Administrator	26908	MS-63
Mental Health Recovery Support Specialist I	26921	MS-16
Mental Health Recovery Support Specialist II	26922	MS-19
Mental Health Specialist I	26924	MS-09
Mental Health Specialist II	26925	MS-11
Mental Health Specialist III	26926	MS-14
Mental Health Specialist Trainee	26928	MS-08
Mental Health Technician I	27011	MS-04
Mental Health Technician II	27012	MS-05
Mental Health Technician III	27013	MS-06
Mental Health Technician IV	27014	MS-07
Mental Health Technician V	27015	MS-08
Mental Health Technician VI	27016	MS-09
Mental Health Technician Trainee	27020	MS-03
Meteorologist	27120	MS-19
Methods and Procedures Advisor I	27131	MS-11
Methods and Procedures Advisor II	27132	MS-14
Methods and Procedures Advisor III	27133	MS-23
Methods and Procedures Career Associate I	27135	MS-08
Methods and Procedures Career Associate II	27136	MS-09
Methods and Procedures Career Associate Trainee	27137	MS-06
Metrologist Associate	27146	MS-12
Microbiologist I	27151	MS-14
Microbiologist II	27152	MS-21

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Microfilm Laboratory Technician I	27175	MS-04
Microfilm Laboratory Technician II	27176	MS-06
Microfilm Operator I	27181	MS-03
Microfilm Operator II	27182	MS-04
Microfilm Operator III	27183	MS-05
Mine Rescue Station Assistant	28150	MS-07
Motorist Assistance Specialist	28490	MS-05
Museum Theater Systems Technician	28700	MS-11
Narcotics and Currency Unit Supervisor	28750	MS-32
Natural Resources Advanced Specialist	28833	MS-23
Natural Resources Coordinator	28831	MS-12
Natural Resources Coordinator Trainee	28830	MS-09
Natural Resources Education Program Coordinator	28834	MS-23
Natural Resources Grant Coordinator	28835	MS-20
Natural Resources Manager I	28836	MS-23
Natural Resources Manager II	28837	MS-26
Natural Resources Manager III	28838	MS-30
Natural Resources Site Manager I	28841	MS-23
Natural Resources Site Manager II	28842	MS-26
Natural Resources Specialist	28832	MS-19
Natural Resources Technician I	28851	MS-07
Natural Resources Technician II	28852	MS-10
Nursing Act Assistant Coordinator	29731	MS-25
Nutritionist	29820	MS-19
Occupational Therapist	29900	MS-16
Occupational Therapist Program Coordinator	29908	MS-21
Occupational Therapist Supervisor	29910	MS-25
Office Administrative Specialist	29990	MS-09
Office Administrator I	29991	MS-04
Office Administrator II	29992	MS-06
Office Administrator III	29993	MS-08
Office Administrator IV	29994	MS-11
Office Administrator V	29995	MS-12
Office Aide	30005	MS-02
Office Assistant	30010	MS-04
Office Associate	30015	MS-05
Office Clerk	30020	MS-03
Office Coordinator	30025	MS-06
Office Occupations Trainee	30075	MS-01

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Office Specialist	30080	MS-08
Oral Health Consultant	30317	MS-19
Paralegal Assistant	30860	MS-11
Pension and Death Benefits Technician I	30961	MS-09
Pension and Death Benefits Technician II	30962	MS-21
Pest Control Operator	31810	MS-07
Pharmacy Lead Technician	32009	MS-06
Pharmacy Manager	32025	MS-33
Pharmacy Services Coordinator	32010	MS-32
Pharmacy Technician	32011	MS-04
Photographer	32080	MS-11
Photographic Technician I	32091	MS-08
Photographic Technician II	32092	MS-11
Photographic Technician III	32093	MS-12
Physical Therapist	32145	MS-16
Physical Therapist Program Coordinator	32153	MS-21
Physical Therapy Aide II	32192	MS-05
Physical Therapy Aide III	32193	MS-08
Physician	32200	MS-36
Physician Assistant	32210	MS-27
Physician Specialist – Option A	32221	MS-37
Physician Specialist – Option B	32222	MS-38
Physician Specialist – Option C	32223	MS-61
Physician Specialist – Option D	32224	MS-63
Physician Specialist – Option E	32225	MS-65
Plant and Pesticide Specialist I	32501	MS-15
Plant and Pesticide Specialist II	32502	MS-20
Plant and Pesticide Specialist Supervisor	32506	MS-20
Plumbing Consultant	32910	MS-28
Plumbing Inspector	32915	MS-22
Podiatrist	32960	MS-11
Police Lieutenant	32977	MS-31
Police Officer I	32981	MS-15
Police Officer II	32982	MS-20
Police Officer III	32983	MS-24
Police Training Specialist	32990	MS-16
Polygraph Examiner I	33001	MS-20
Polygraph Examiner II	33002	MS-24
Polygraph Examiner III	33003	MS-28
Polygraph Examiner Trainee	33005	MS-12

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Power Shovel Operator	33360	MS-18
Private Secretary I	34201	MS-14
Private Secretary II	34202	MS-18
Procurement Representative	34540	MS-06
Products and Standards Inspector	34603	MS-11
Products and Standards Inspector Trainee	34605	MS-09
Program Integrity Auditor I	34631	MS-14
Program Integrity Auditor II	34632	MS-21
Program Integrity Auditor Trainee	34635	MS-09
Project Designer	34725	MS-21
Property and Supply Clerk I	34791	MS-03
Property and Supply Clerk II	34792	MS-04
Property and Supply Clerk III	34793	MS-05
Property Consultant	34900	MS-12
Psychologist Associate	35626	MS-12
Psychologist I	35611	MS-16
Psychologist II	35612	MS-23
Psychologist III	35613	MS-28
Psychology Intern	35660	MS-15
Public Administration Intern	35700	MS-11
Public Aid Eligibility Assistant	35825	MS-05
Public Aid Investigator	35870	MS-21
Public Aid Investigator Trainee	35874	MS-11
Public Aid Lead Casework Specialist	35880	MS-16
Public Aid Program Quality Analyst	35890	MS-21
Public Aid Quality Control Reviewer	35892	MS-16
Public Aid Quality Control Supervisor	35900	MS-21
Public Aid Staff Development Specialist I	36071	MS-12
Public Aid Staff Development Specialist II	36072	MS-16
Public Aid Staff Development Specialist III	36073	MS-22
Public Health Educator	36430	MS-21
Public Health Educator Associate	36434	MS-11
Public Health Program Specialist I	36611	MS-11
Public Health Program Specialist II	36612	MS-14
Public Health Program Specialist III	36613	MS-21
Public Health Program Specialist Trainee	36615	MS-09
Public Information Coordinator	36750	MS-19
Public Information Officer III	37003	MS-21
Public Information Officer IV	37004	MS-25
Public Safety Drug Screening Specialist	37006	MS-16

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Public Safety Inspector	37007	MS-14
Public Safety Inspector Trainee	37010	MS-07
Public Service Executive	37017	MS-31
Public Service Supervisor	37016	MS-28
Race Track Maintainer I	37551	MS-10
Race Track Maintainer II	37552	MS-12
Radiologic Technologist	37500	MS-08
Radiologic Technologist Chief	37505	MS-17
Radiologic Technologist Program Coordinator	37507	MS-09
Railroad Safety Specialist I	37601	MS-21
Railroad Safety Specialist II	37602	MS-25
Railroad Safety Specialist III	37603	MS-29
Railroad Safety Specialist IV	37604	MS-32
Ranger	37725	MS-10
Real Estate Investigator	37730	MS-21
Real Estate Professions Examiner	37760	MS-28
Recreation Worker I	38001	MS-09
Recreation Worker II	38002	MS-11
Refrigeration and Air Conditioning Repairer	38119	MS-12
Registered Nurse – Advanced Practice	38135	MS-26
Registered Nurse I	38131	MS-18
Registered Nurse II	38132	MS-22
Rehabilitation Case Coordinator I	38141	MS-05
Rehabilitation Case Coordinator II	38142	MS-07
Rehabilitation Counselor	38145	MS-16
Rehabilitation Counselor Aide I	38155	MS-06
Rehabilitation Counselor Aide II	38156	MS-08
Rehabilitation Counselor Senior	38158	MS-21
Rehabilitation Counselor Trainee	38159	MS-12
Rehabilitation Services Advisor I	38176	MS-23
Rehabilitation Workshop Instructor I	38192	MS-05
Rehabilitation Workshop Instructor II	38193	MS-09
Rehabilitation Workshop Supervisor I	38194	MS-09
Rehabilitation Workshop Supervisor II	38195	MS-11
Rehabilitation Workshop Supervisor III	38196	MS-14
Rehabilitation/Mobility Instructor	38163	MS-21
Rehabilitation/Mobility Instructor Trainee	38167	MS-12
Reimbursement Officer I	38199	MS-11
Reimbursement Officer II	38200	MS-14

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Reproduction Service Supervisor I	38201	MS-10
Reproduction Service Technician I	38203	MS-03
Reproduction Service Technician II	38204	MS-06
Reproduction Service Technician III	38205	MS-08
Research Economist	38209	MS-18
Research Fellow, Option B	38211	MS-19
Research Scientist I	38231	MS-10
Research Scientist II	38232	MS-14
Research Scientist III	38233	MS-23
Resident Physician	38270	MS-15
Residential Care Program Supervisor I	38271	MS-22
Residential Care Worker	38277	MS-09
Residential Care Worker Trainee	38279	MS-05
Resource Planner I	38281	MS-16
Resource Planner II	38282	MS-21
Resource Planner III	38283	MS-28
Retirement Benefits Representative	38313	MS-09
Retirement Benefits Representative Supervisor	38314	MS-11
Retirement Benefits Representative Trainee	38316	MS-07
Retirement System Disability Specialist	38310	MS-21
Revenue Audit Supervisor	38369	MS-32
Revenue Auditor I	38371	MS-14
Revenue Auditor II	38372	MS-21
Revenue Auditor III	38373	MS-28
Revenue Auditor Trainee	38375	MS-09
Revenue Collection Officer I	38401	MS-12
Revenue Collection Officer II	38402	MS-16
Revenue Collection Officer III	38403	MS-21
Revenue Collection Officer Trainee	38405	MS-09
Revenue Computer Audit Specialist	38425	MS-29
Revenue Senior Special Agent	38557	MS-29
Revenue Special Agent	38558	MS-21
Revenue Special Agent Trainee	38565	MS-11
Revenue Tax Specialist I	38571	MS-09
Revenue Tax Specialist II	38572	MS-11
Revenue Tax Specialist III	38573	MS-16
Revenue Tax Specialist Trainee	38575	MS-07
Safety Responsibility Analyst	38910	MS-09
Safety Responsibility Analyst Supervisor	38915	MS-11

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School Psychologist	39200	MS-21
Security Guard I	39851	MS-13
Security Guard II	39852	MS-14
Security Officer	39870	MS-10
Security Officer Chief	39875	MS-13
Security Officer Lieutenant	39876	MS-11
Security Officer Sergeant	39877	MS-10
Security Therapy Aide I	39901	MS-10
Security Therapy Aide II	39902	MS-11
Security Therapy Aide III	39903	MS-13
Security Therapy Aide IV	39904	MS-16
Security Therapy Aide Trainee	39905	MS-06
Seed Analyst I	39951	MS-09
Seed Analyst II	39952	MS-10
Seed Analyst Trainee	39953	MS-07
Senior Ranger	40090	MS-11
Sex Offender Registration Unit Supervisor	40700	MS-33
Sex Offender Therapist I	40531	MS-16
Sex Offender Therapist II	40532	MS-21
Shift Supervisor	40800	MS-31
Sign Hanger	40900	MS-16
Sign Hanger Foreman	40910	MS-18
Sign Shop Foreman	41000	MS-12
Silk Screen Operator	41020	MS-17
Site Assistant Superintendent I	41071	MS-12
Site Assistant Superintendent II	41072	MS-16
Site Interpreter	41090	MS-07
Site Interpretive Coordinator	41093	MS-10
Site Security Officer	41115	MS-06
Site Services Specialist I	41117	MS-12
Site Services Specialist II	41118	MS-16
Site Superintendent I	41211	MS-20
Site Superintendent II	41212	MS-25
Site Superintendent III	41213	MS-29
Site Technician I	41131	MS-07
Site Technician II	41132	MS-09
Small Engine Mechanic	41150	MS-10

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Social Service Aide I	41281	MS-05
Social Service Aide II	41282	MS-08
Social Service Aide Trainee	41285	MS-03
Social Service Community Planner	41295	MS-08
Social Service Consultant I	41301	MS-19
Social Service Consultant II	41302	MS-21
Social Service Program Planner I	41311	MS-12
Social Service Program Planner II	41312	MS-16
Social Service Program Planner III	41313	MS-23
Social Service Program Planner IV	41314	MS-28
Social Services Career Trainee	41320	MS-09
Social Worker I	41411	MS-16
Social Worker II	41412	MS-21
Social Worker III	41413	MS-23
Social Worker IV	41414	MS-28
Social Worker Intern	41430	MS-15
Special Education Resources Coordinator	41680	MS-26
Staff Development Specialist I	41771	MS-19
Staff Development Technician I	41781	MS-09
Staff Development Technician II	41782	MS-12
Staff Pharmacist	41787	MS-31
State Mine Inspector	42230	MS-21
State Mine Inspector-At-Large	42240	MS-31
State Police Crime Information Evaluator	41801	MS-08
State Police Evidence Technician I	41901	MS-09
State Police Evidence Technician II	41902	MS-10
State Police Field Specialist I	42001	MS-19
State Police Field Specialist II	42002	MS-23
State Police Inspector	42100	MS-33
Statistical Research Specialist I	42741	MS-09
Statistical Research Specialist II	42742	MS-11
Statistical Research Specialist III	42743	MS-16
Statistical Research Supervisor	42745	MS-23
Statistical Research Technician	42748	MS-08
Storage Tank Safety Specialist	43005	MS-19
Storekeeper I	43051	MS-11
Storekeeper II	43052	MS-12
Storekeeper III	43053	MS-13
Stores Clerk	43060	MS-03

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Student Intern	43190	MS-01
Student Worker	43200	MS-01
Supervising Vehicle Testing Compliance Officer	43680	MS-22
Support Service Coordinator I	44221	MS-07
Support Service Coordinator II	44222	MS-09
Support Service Lead	44225	MS-04
Support Service Worker	44238	MS-03
Switchboard Chief Operator	44410	MS-11
Switchboard Operator I	44411	MS-03
Switchboard Operator II	44412	MS-04
Switchboard Operator III	44413	MS-06
Technical Advisor Advanced Program Specialist	45256	MS-31
Technical Advisor I	45251	MS-19
Technical Advisor II	45252	MS-23
Technical Advisor III	45253	MS-29
Technical Manager I	45261	MS-18
Telecommunications Specialist	45295	MS-12
Telecommunications Supervisor	45305	MS-23
Telecommunications Systems Analyst	45308	MS-16
Telecommunications Systems Technician I	45312	MS-07
Telecommunications Systems Technician II	45313	MS-10
Telecommunications Systems Technician Trainee	45314	MS-05
Telecommunicator	45321	MS-09
Telecommunicator – Command Center	45316	MS-10
Telecommunicator Call Taker	45322	MS-11
Telecommunicator Lead Call Taker	45323	MS-14
Telecommunicator Lead Specialist	45327	MS-16
Telecommunicator Lead Worker	45324	MS-11
Telecommunicator Lead Worker – Command Center	45318	MS-12
Telecommunicator Specialist	45326	MS-12
Telecommunicator Trainee	45325	MS-07
Terrorism Research Specialist I	45371	MS-19
Terrorism Research Specialist II	45372	MS-23
Terrorism Research Specialist III	45373	MS-28
Terrorism Research Specialist Trainee	45375	MS-11
Transportation Officer	45830	MS-11
Truck Weighing Inspector	46100	MS-10

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Unemployment Insurance Adjudicator I	47001	MS-08
Unemployment Insurance Adjudicator II	47002	MS-10
Unemployment Insurance Adjudicator III	47003	MS-12
Unemployment Insurance Revenue Analyst I	47081	MS-12
Unemployment Insurance Revenue Analyst II	47082	MS-16
Unemployment Insurance Revenue Specialist	47087	MS-10
Unemployment Insurance Special Agent	47096	MS-19
Utility Engineer I	47451	MS-20
Utility Engineer II	47452	MS-24
Vehicle Compliance Inspector	47570	MS-15
Vehicle Emission Compliance Inspector	47580	MS-10
Vehicle Emission Compliance Supervisor	47583	MS-12
Vehicle Emission Quality Assurance Auditor	47584	MS-10
Vehicle Permit Evaluator	47585	MS-08
Veterans Educational Specialist I	47681	MS-12
Veterans Educational Specialist II	47682	MS-16
Veterans Educational Specialist III	47683	MS-25
Veterans Employment Representative I	47701	MS-11
Veterans Employment Representative II	47702	MS-14
Veterans Nursing Assistant – Certified	47750	MS-05
Veterans Service Officer	47800	MS-11
Veterans Service Officer Associate	47804	MS-10
Veterinarian I	47901	MS-19
Veterinarian II	47902	MS-23
Veterinarian III	47903	MS-25
Veterinary Consumer Safety Officer	47911	MS-20
Veterinary Pathologist	47916	MS-29
Veterinary Supervisor I	47917	MS-25
Veterinary Supervisor II	47918	MS-26
Vision/Hearing Consultant I	47941	MS-14
Vision/Hearing Consultant II	47942	MS-23
Vision/Hearing Consultant III	47943	MS-25
Vital Records Quality Control Inspector	48000	MS-10
Vocational Instructor	48200	MS-09
Volunteer Services Coordinator I	48481	MS-10
Volunteer Services Coordinator II	48482	MS-14
Volunteer Services Coordinator III	48483	MS-19
Wage Claims Specialist	48770	MS-06

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Warehouse Claims Specialist	48780	MS-22
Warehouse Examiner	48881	MS-13
Warehouse Examiner Specialist	48882	MS-18
Warehouse Examiner Supervisor	48786	MS-20
Waterways Construction Supervisor I	49061	MS-14
Waterways Construction Supervisor II	49062	MS-19
Weatherization Specialist I	49101	MS-11
Weatherization Specialist II	49102	MS-16
Weatherization Specialist III	49103	MS-23
Weatherization Specialist Trainee	49105	MS-09
Well Inspector I	49421	MS-11
Well Inspector II	49422	MS-18
Well Inspector Specialist	49424	MS-24
Well Inspector Trainee	49425	MS-09
Workers Compensation Insurance Compliance Investigator	49640	MS-23

NOTE: Effective January 1, 2008, the merit compensation grade 12 in the Personnel Code [20 ILCS 415/8b.18(a) and (b) and 8b.19(a) and (b)] that formerly was indicated by MC-12 is MS-32.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.415 Merit Compensation Salary Range Assignments

- a) Emergency, Temporary or Provisional Positions – When a position is allocated to a title only assigned to a bargaining unit pay grade and the agency is to appoint an employee to the position on an Emergency (80 Ill. Adm. Code 302.150(b)), Temporary (80 Ill. Adm. Code 302.150(c)) or Provisional (80 Ill. Adm. Code 302.150(d)) basis, a merit compensation salary range to be used for the position shall be assigned to the title as approved by the Director. The approval of the merit compensation salary range assignment shall be after comparing the highest maximum base salary within the bargaining unit pay grade assigned the title with the maximum base salary in the merit compensation salary range that is not more than the highest maximum base salary within the bargaining unit pay grade and after considering the merit compensation salary ranges assigned to other titles in the same classification series and the merit compensation salary ranges assigned to other titles assigned the same bargaining unit pay grade. The titles and their merit compensation salary range assignments from the previous and anticipated fiscal years shall be listed in the Section 310.410 proposed amendments to the Pay Plan for adoption at the beginning of each fiscal year.

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- b) Trainee Program Titles – When a classification is established as a Trainee Program (80 Ill. Adm. Code 302.170), the merit compensation salary range assigned to the Trainee Program title shall be approved by the Director. The approval shall be based on the recommendation of the agency head where the Trainee Program is established, comparison of the salary ranges assigned to other Trainee Program titles, and the maximum base salary in the recommended merit compensation salary range normally being less than the in-hire rate or the minimum base salary of the targeted classification title for which training is being conducted.
- c) Positions excluded from bargaining unit representation by the Illinois Labor Relations Board – When a position is allocated to a title only assigned to a bargaining unit pay grade and the agency or the position is excluded from bargaining unit representation by the ILRB, a merit compensation salary range to be used for the position shall be assigned to the title as approved by the Director. The approval of the merit compensation salary range assignment shall be made using the provisions in subsection (a) if the title is not a Trainee Program title or subsection (b) if the title is a Trainee Program title.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.420 Objectives

The principal objectives of the Merit Compensation System are:

- a) To provide for recognition of and reward for differences in individual employee performance.
- b) To provide standard methods and procedures for establishing and applying rates of pay.
- c) To insure internal equity and consistency within and between departments and agencies at all locations of the state.
- d) To establish and maintain fair and competitive salary ranges consistent with the economic interests of the State of Illinois.

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Section 310.430 Responsibilities

- a) It shall be the responsibility of each agency head:
 - 1) To cause, within the agency, full compliance with all provisions of the Merit Compensation System.
 - 2) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
- b) It shall be the responsibility of the Department of Central Management Services:
 - 1) To develop procedures and techniques as required for the implementation and for the standardization of the application of the Merit Compensation System.
 - 2) To develop and maintain classification standards and salary range rankings for all positions subject to the System.
 - 3) To review and approve employees' rates of pay and personnel changes for compliance with established policy and procedures.

Section 310.440 Merit Compensation Salary Schedule

- a) The Merit Compensation Salary Schedule attached at the end of the Pay Plan as Appendix D is hereby made a part of the Merit Compensation System.
- b) The Salary Schedule shall consist of a series of salary ranges, each composed of a minimum and maximum rate.

(Source: Amended at 34 Ill. Reg. 9759, effective July 1, 2010)

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Section 310.450 Procedures for Determining Annual Merit Increases and Bonuses

- a) Definitions –
 - 1) Annual Merit Increase – An annual merit increase is an in-range salary adjustment for demonstrated performance.
 - 2) Annual Merit Bonus – An annual merit bonus is a percentage of the employee’s annualized base salary that is paid once for demonstrated performance and separately from the base salary.
- b) Eligibility Conditions– Eligibility for an annual merit increase and bonus shall be determined by the following conditions:
 - 1) 12 Months Creditable Service or from the Last Officially Scheduled Performance Review and Performance Review Discussion – Each employee will be eligible for a performance review: after attaining 12 months creditable service if new to the position; if continually in the one position for longer than 12 months from the last officially scheduled performance review (80 Ill. Adm. Code 302.270(d)); if continually in the one Trainee Program (80 Ill. Adm. Code 302.170) position for 12 months and each subsequent 12 months in the same position; if continually in the one position which is Personnel Code [20 ILCS 415] Section 4(d) exempt or otherwise partially, Jurisdiction B, exempt from the Personnel Code and each subsequent 12 months in the same position; if the combined time in the position and in a completed interim assignment is longer than 12 months from the last officially scheduled performance review; or if in interim assignment and the employee’s creditable service date is 12 months or more ago, the employee shall return from a leave to serve in interim assignment for the employee’s Performance Review and discussion. The employee's immediate supervisor shall prepare a Merit Compensation and Performance System form prior to the Performance Review Date or if the employee just returned from a leave to serve in interim assignment for the purpose of receiving the Performance Review, the employee’s immediate supervisor shall prepare a Merit Compensation and Performance System form on the date the employee returned with input from the employee’s immediate supervisor while in interim assignment. The employee’s immediate supervisor shall discuss the results with the employee.
 - 2) Guidechart Category Amount, Salary Range Maximum in Relation to Base Salary Increase and Current Base Salary –

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- A) Annual Merit Increase – Should the performance review result in the employee not being eligible for an annual merit increase due to provisions of Section 310.450(d), or should the employee's base rate be at the maximum rate of pay of the salary range assigned to the employee's position, the employee will not be eligible for an annual merit increase until 12 months of additional creditable service has been accrued. (Interim Assignment Pay shall never be used to determine eligibility for an annual merit increase.)
- B) Annual Merit Bonus – Should the performance review result in the employee not being eligible for an annual merit bonus due to provisions of Section 310.450(d), the employee will not be eligible for an annual merit bonus until 12 months of additional creditable service has been accrued. (Interim Assignment Pay shall never be used to determine eligibility for an annual merit bonus.)
- c) Immediate Supervisor Determination of Performance Category – Based upon the results of the performance review, the employees' immediate supervisor shall determine whether the employee's performance warrants or does not warrant an annual merit increase and bonus.
- d) Amount Restrictions – The amount of an annual merit increase and bonus recommendation shall be determined by use of the Merit Increase and Bonus Guidechart of Section 310.540 if the employee's performance review has on the Performance Review Date been evaluated at a Category 3 or higher level. An employee whose performance review has on the Performance Review Date been evaluated at Category 4 shall not receive an increase in the present base salary or a bonus. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of pay of the respective salary range assigned to the employee's position. (Interim Assignment Pay shall never be used to determine an annual merit increase or bonus.) (Effective July 1, 2009, annual merit increases and bonuses are suspended, and annual merit performance reviews continue.)
- e) Immediate Supervisor Indication of Eligibility and Amount– The employee's immediate supervisor shall prepare a Performance Certification and Merit Increase Recommendation form indicating whether or not the employee is eligible for an annual merit increase and bonus and the amounts thereof. (Effective July 1, 2009, annual merit increases and bonuses are suspended, and annual merit performance reviews continue.)

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- f) Review and Approval – The employee's immediate supervisor shall forward the completed Merit Compensation and Performance System and Performance Certification and Merit Increase Recommendation forms to the agency head or a designated authority for review and approval.
- g) Effective Date and New Creditable Service Date – The annual merit increase and bonus shall become effective the first day of the month in which the employee's Performance Review Date occurs. The employee's new creditable service date shall be the first day of the month in which the employee's Performance Review Date occurred or would have occurred if the employee had not been in interim assignment on that date.

(Source: Amended at 33 Ill. Reg. 14944, effective October 26, 2009)

Section 310.455 Intermittent Merit Increase (Repealed)

(Source: Repealed at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.456 Merit Zone (Repealed)

(Source: Repealed at 20 Ill. Reg. 15018, effective November 7, 1996)

Section 310.460 Other Pay Increases

- a) Promotion – Normally, upon promotion, an employee shall be advanced in salary by an amount not more than 5% of the current base salary. In no event is the resulting salary to be lower than the minimum rate of the salary range to which the employee is being promoted or greater than the maximum of the new salary range. Upon promotion the employee shall receive a new creditable service date. Agencies, boards and commissions shall review the anticipated starting salary range before making a salary offer to a State government candidate for promotion and consider offering less than a 5% increase for a promotion. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the salary range, is a special salary adjustment (see Section 310.470).
- b) Reallocation – Upon reallocation, an employee shall be advanced in salary to a rate of pay that is the equivalent of 5% above the current base salary. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the new salary range. A reallocation will not affect the creditable service date of the employee, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new title. The reallocation shall not change the creditable service date.

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- c) **Reevaluation** – If a higher salary range is assigned to a class, the employee occupying a position in the class normally shall be advanced the equivalent of 5% of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed due to the reevaluation of the class the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range. The reevaluation shall not change the creditable service date.
- d) **Separation and Subsequent Appointment** – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher salary range, an increase shall be given under the conditions and requirements applicable to promotions (see subsection (a)).
- e) **Reclassification** – If the class to which the position is being moved has a higher salary range, the employee occupying the position shall be advanced the equivalent of 5% of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of the employee will not be changed due to the reclassification of the position the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range.

(Source: Amended at 44 Ill. Reg. 6859, effective April 16, 2020)

Section 310.470 Adjustment

An employee may receive an upward adjustment in base salary for the purpose of correcting a previous error or oversight or when the best interests of the agency and the State of Illinois will be served. Adjustments shall have the prior approval of the Director. An adjustment at the time of entrance into State government requires supporting documentation in the candidate's CMS employment application (CMS-100). An adjustment at the time substantial additional duties and responsibilities are added to a position allocated to a broad-band title requires that the substantial additional duties and responsibilities be documented on an updated position description (CMS-104) and reflected on the organization chart. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The approval of an adjustment at the time of entrance into State government is based on the candidate's documented directly-related education and experience exceeding the minimum requirements in the class specification, prior base salary

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history, staffing needs and requirements of the employing agency, and labor market influences on the recruitment for the position classification or position. The adjustment shall not change the creditable service date.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.480 Decreases in Pay

Employees subject to this Part shall have their salaries reduced only as specified in this Section. Any reduction in salary shall become effective on the first day of the month following approval of the reduction.

- a) Demotion for Cause to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess of that maximum. An employee demoted during a probationary period following promotion will have the base salary reduced to the same salary the employee received before being promoted and the previous creditable service date will be restored.
- b) Position Reallocated to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess of that maximum. However, as provided in Section 8(a) of the Personnel Code, the pay of an employee whose position is reallocated because of duties and responsibilities after appointment to that position shall not be required to be lowered to a salary within the range for a period of one year. The reallocation shall not change the creditable service date.
- c) Voluntary Reduction to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess of that maximum. However, an employee who voluntarily requests a reduction during a probationary period following a promotion will have the base salary reduced to the same salary in the lower salary range from which the employee was promoted and the previous creditable service date will be restored.
- d) Assignment of a Lower Salary Range to a Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess of that maximum. The reevaluation shall not change the creditable service date.

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- e) Adjustment – An employee may receive a downward adjustment in base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency or the State of Illinois will be served. Adjustments must have the prior approval of the Director in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The adjustment shall not change the creditable service date.
- f) Reclassification – If the employee's current base salary is within the lower salary range, it shall be retained without change. If the employee's current base salary is higher than the maximum of the lower salary range, the base salary shall be reduced to the maximum of the lower salary range. As provided in Section 8(a) of the Personnel Code, the base salary shall not be lowered to a salary within the range for a period of one year.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.490 Other Pay Provisions

- a) Transfer – Upon assignment of an employee to a vacant position in a class with the same salary range as the class for the position being vacated, the employee's base salary will not be changed. Upon separation and subsequent appointment to a position in the same salary range, no increase in salary will be given.
- b) Entrance Base Salary – Each agency, board or commission shall identify any location (website, form or process) where current wage or salary history is requested and remove the request. If a candidate inadvertently or voluntarily, without prompting, discloses the candidate's current wage or salary history, including benefits or other compensation, the agency, board or commission shall not consider or rely on the information in a current or future salary offer and shall disregard the information. In-hire rates assigned to trainee program classifications are the entrance base salary (see Section 310.47).
 - 1) When a candidate only meets the minimum requirements of the class specification upon entry to State service, an employee's entrance base salary is the in-hire rate or the minimum base salary of the salary range.

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- 2) Qualifications Above Minimum Requirements –
- A) For Other Than Trainee Classification Titles When the Candidate is New to State Government – For other than trainee classification titles when the candidate is new to State government, State agencies, boards and commissions shall not seek, request or require a candidate's current wage or salary history. Agencies, boards and commissions shall not use a candidate's current wage or salary history to screen applicants or request or require current wage or salary history information as a condition for being considered for employment or for an offer of employment. Agencies, boards and commissions shall stop the verification of a candidate's current wage or salary history. When the new-to-State-government candidate only meets the minimum of the classification requirements, the entrance base salary is the lowest salary in the anticipated starting salary range, the anticipated starting salary, or the in-hire rate. When the new-to-State-government candidate exceeds the minimum of the classification requirements, the entrance base salary is the in-hire rate, the anticipated starting salary, within the anticipated starting salary range, or the rate resulting from a special salary request that is pre-approved by the Department of Central Management Services. The anticipated starting salary and the selected new-to-State-government candidate's qualifications shall inform the entrance base salary offer. The qualifications that shall be considered are documented education and experience directly-related to the position description and exceeding the minimum requirements on the class specification. The agency, board or commission shall tell the new-to-State-government candidate not to disclose his or her current wage or salary history. The new-to-State-government applicant may discuss his or her salary expectations for the position being filled. If the tentatively accepted offer is not the in-hire rate, anticipated starting salary, or within the anticipated starting salary range, the agency, board or commission shall complete a Special Salary Request-New Employee form (CMS-163) identifying both the pre-established anticipated starting salary and the justification for hiring the selected candidate at the tentatively offered and accepted higher starting salary.

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- B) For Other Than Trainee Classification Titles in Which the Current State Government Employee is a Candidate for a Position Subject to the Personnel Code – For other than trainee classification titles in which the current State government employee is a candidate for a position subject to the Personnel Code, if a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 5% above the candidate's current base salary. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.470).
- 3) Area Differential – For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance salary may be authorized by the Director. Present employees receiving less than the new rate of pay shall be advanced to the new rate.
- c) Geographical Transfer – Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment, effective the first day of the month following the date of assignment.
- d) Differential and Overtime Pay – An eligible employee may have an amount added to the base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
- 1) Shift Differential Pay – An employee may be paid an amount in addition to the base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

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2) Overtime Pay –

- A) Eligibility – The Director shall maintain a listing of classes of positions subject to the provisions of the Merit Compensation System that are eligible for overtime compensation. Classes in salary ranges MS-23 and below are eligible for straight-time overtime unless exceptions are determined by the Director or federal guidelines. Employees in these classes of positions who are assigned and perform work in excess of the normal work schedule as established by the agency shall be compensated at a straight-time rate on either a cash or compensatory time-off basis for all hours worked in excess of a normal work week. Overtime in less than one-half hour increments per day shall not be accrued. Classes in MS-24 and above are not eligible for overtime unless required by federal regulation or approved by the Director. Exceptions must be requested by the employing agency and will be determined on the basis of the special nature of the situation, a substantial need to provide overtime compensation and a significant number of hours worked beyond the normal work schedule, and will be granted only for a specified time period for which the special situation is expected to exist.
- B) Compensatory Time – Employees who are eligible for compensatory time may request such time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by labor contracts and the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.

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- e) Equivalent Earned Time –
- 1) Eligibility – Employees who are non-union, exempt under the Federal Fair Labor Standards Act, and in positions not eligible for overtime compensation may receive equivalent earned time for hours worked in excess of the hours per week indicated in the approved work schedule (see 80 Ill. Adm. Code 303.300(c)) assigned to the employee.
 - 2) Accrual –
 - A) Employees who are eligible for equivalent earned time shall request that time before working in excess of the hours per week indicated in the approved work schedule assigned to the employee. Requests for equivalent earned time may be granted by the agency at its discretion, considering its operating needs. Equivalent earned time shall be accrued at straight time only to a maximum of 240 hours at any time.
 - B) Equivalent earned time will accrue in no less than one-quarter hour increments. Time spent in travel outside the normal work schedule shall not be counted toward accrual of equivalent earned time.
 - 3) Compensation – Any approved equivalent earned time shall be taken at a time convenient to the employee and consistent with the operating needs of the agency. The equivalent earned time may be taken in increments of not less than one-quarter hour after a minimum use of one-half hour any time after it is earned. At no time is equivalent earned time to be converted into cash payment. Equivalent earned time may transfer from one agency to another at the discretion of the agency head of the agency to which the employee is moving.
- f) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis computed by dividing the annual rate of salary by the total number of work days in the year.
- g) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum payments cannot be given in these transactions. Methods of computation are explained in Section 310.520(a).

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AGENCY NOTE: The method to be used in computing lump sum payment for accrued vacation, sick leave and unused compensatory overtime for an incumbent entitled to shift differential during the regular work hours will be to use the current base salary plus the shift differential pay. Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days.

- h) Salary Treatment upon Return from Leave –
 - 1) An employee returning from Military Leave (80 Ill. Adm. Code 302.220 and 303.170), Peace Corps Leave (80 Ill. Adm. Code 302.230), Service-Connected Disability Leave (80 Ill. Adm. Code 303.135), Educational Leave (80 Ill. Adm. Code 302.215), Disaster Service Leave With Pay (80 Ill. Adm. Code 303.175), Disaster Service Leave With Pay – Terrorist Attack (80 Ill. Adm. Code 303.176), Family Responsibility Leave (80 Ill. Adm. Code 303.148), leave to accept a temporary, emergency, provisional, exempt (80 Ill. Adm. Code 303.155) or trainee position, leave to serve in domestic peace or job corps (80 Ill. Adm. Code 302.230), or leave to serve in an interim assignment will have the employee's salary established as determined appropriate by the employing agency and approved by the Director. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range. Creditable service date will be maintained.
 - 2) An employee returning to the employee's former salary range from any other leave (not mentioned in subsection (h)(1)) of over 14 days will be placed at the salary which the employee received prior to the leave and the creditable service date will be extended by the duration of the leave.
- i) Employees in classes that are made subject to the Merit Compensation System will retain their current salary, except that in no event is the resultant salary to be lower than the minimum rate or higher than the maximum rate of the new salary range.

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- j) Temporary Assignment Pay – When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary assignment pay when required to perform duties requiring the ability. The temporary assignment pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- k) Salary Treatment Upon Reemployment –
- 1) Upon the reemployment of an employee in a class with the same salary range as the class for the position held before layoff, the employee will be placed at the same salary as held at the time of the layoff, and the employee's creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
 - 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the same salary as held at the time of layoff, except that if this exceeds the maximum of the new range, the employee will be placed at that maximum salary. The creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- l) Reinstatement –
- 1) For Former State Employees Subject to the Personnel Code Who Had Intervening Employment Outside of State Government – Former State employees subject to the Personnel Code who had intervening employment outside of State government shall be paid under the conditions and requirements applicable to entrance base salary (see subsections (b), (b)(1) and (b)(2)(A)).
 - 2) For Former State Employees Subject to the Personnel Code Who Had No Intervening Employment or Only Had Intervening State Government Employment – For former State employees subject to the Personnel Code who had no intervening employment or only had intervening State government employment, the salary upon reinstatement should not provide more than a 5% increase over the candidate's current base salary or exceed the salary rate held in the position in which previously certified without prior approval of the Director. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the

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salary range. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the salary range, is a special salary adjustment (see Section 310.470).

- m) Bilingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- n) Clothing or Equipment Allowance – An employee may be paid an amount in addition to the employee's base salary to compensate for clothing or equipment that is required in the performance of assigned duties. The amount will be determined by the Director of the employing agency, and will require approval of the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstance.
- o) Interim Assignment Pay – This subsection explains interim assignment pay as applied to certified non-bargaining unit employees in a merit compensation (including broad-band) position assigned to perform on a full-time interim basis and be accountable for the higher-level duties and responsibilities of the non-bargaining unit (merit compensation, including broad-band) position. On the effective date of the employee's interim assignment (see 80 Ill. Adm. Code 302.150(j)), the employee shall receive an adjustment as if the employee received a promotion into the higher range. When assigned to the merit compensation position, the adjustment is an amount not more than 5% of the employee's current base salary. In no event is the resulting salary to be lower than the minimum rate or greater than the maximum rate of the salary range to which the employee is being assigned. Upon interim assignment, the employee's creditable service date shall not change. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the salary range, is a special salary adjustment (see Section 310.470).
- p) International Differential Pay – For positions with a headquarters outside of the United States, a differential shall be made once a month to the base salary of the employee residing outside the United States to compensate for a change in the currency exchange rate.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

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Section 310.495 Broad-Band Pay Range Classes

Broad-band pay range classes shall be covered by all provisions of the Merit Compensation System except for the provisions identified in the following subsections:

- a) Salary Range – The salary range for broad-band classes shall be as set out in Appendix G.
- b) Entrance Base Salary –
 - 1) When a candidate only meets the minimum requirements of the class specification upon entry to State service, an employee's entrance base salary is the in-hire rate or the minimum base salary of the salary range.
 - 2) The salary assigned an employee shall take into account the duties, education, training and experience of the employee to assure reasonable pay equity among employees in the same class.
 - 3) If a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 5% above the candidate's current base salary. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.470).
- c) Salary Adjustment for Substantial Additional Duties and Responsibilities within the Same Position or for Transfer to Another Position with Substantial Additional Duties and Responsibilities in the Same Title – An upward salary adjustment that is not more than 5% above the employee's current base salary in a broad-band position classification may be made by the employing agency where the employee's position has been given substantial additional duties and responsibilities but will remain in the same classification or where the employee transfers to another position with substantial additional duties and responsibilities in the same broad-band class. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.470). The salary adjustment shall not change the creditable service date.

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- d) Movement between Salary Systems – Salary treatment on movement of an employee between one position in the broad-band class series and another position outside of the broad-band class series will be as recommended by the employing agency and approved by the Director of Central Management Services.
- e) Salary Treatment upon Initial Placement of Positions in Other Occupational Broad-Band Classes – For the purpose of establishing salary treatment upon initial placement of positions, it is necessary to determine the "lowest corresponding Merit Compensation grade". The Merit Compensation range with a minimum salary closest to, but not lower than, that of the broad-band range minimum is known as the "lowest corresponding Merit Compensation grade".
 - 1) The incumbent of a position with a current salary range maximum equal to or greater than the maximum of the "lowest corresponding Merit Compensation grade" will be placed in the broad-band range with no change in salary.
 - 2) The incumbent of a position with a current salary range maximum less than the maximum of the "lowest corresponding Merit Compensation grade" will be placed in the broad-band range with a 5% increase in current base salary. However, in no event shall the resulting salary be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed unless an increase of 10% or greater is provided to move the employee to the minimum of the new range.
- f) Pay Treatment upon Illinois Labor Relations Board State Panel Revocation of Certification of Representation by a Bargaining Unit – Upon the Illinois Labor Relations Board (ILRB) State Panel issuing a Revocation of Certification of representation by a bargaining unit when an agreement exists between the bargaining unit and the State assigning pay, effective the date of the issuance, the position is subject to the jurisdiction of the Merit Compensation System (Section 310.410) and assigned to the broad-band salary range assigned to the position's classification (Appendix G), and may receive an immediate downward adjustment in base salary (Section 310.480(e)).

(Source: Amended at 38 Ill. Reg. 5250, effective February 4, 2014)

Section 310.500 Definitions

The following are definitions of certain terms and are for purposes of clarification as they affect the Merit Compensation System only.

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"Adjustment in Salary" – A change in salary occasioned by previously committed error or oversight, or required in the best interest of the agency or the state as defined in Sections 310.470 and 310.480.

"Agency" means an agency (e.g., Department, Board, Commission, etc.) of Illinois State government whose employees are subject to this Part.

"Anticipated Starting Salary" – A position-specific rate or range within the pay grade or salary range assigned to the classification title to which the position being filled is allocated and based on the value of the work to be performed in the position description. The anticipated starting salary is published in the posting of a position opening. When valuing the work to be performed in the position description, agencies, boards and commissions shall consider questions based on the factors located in Section 310.470. The factors are: is the valuation consistent with the treatment of other similar situations; is the valuation equitable in view of the particular circumstances; what are the staffing needs and requirements of the employing agency; and are there labor market influences on recruitment for the classification or position. Some of the questions to be considered are: how are others in this title in the agency compensated; how many staff does the position supervise; what is the scope of the position's area of responsibility; is the position similar to positions at other agencies and, if so, how are those employees compensated; what types of subordinates report to the position and how are they compensated; does this position require a license that is difficult to obtain; has the agency unsuccessfully attempted to fill the position and, if so, how many times; and if the position has private sector counterparts, how are they compensated? This is a non-exhaustive list of factors and questions for agencies, boards and commissions to consider when developing an anticipated starting salary.

"Base Salary" – The dollar amount of pay of an employee as determined under the provisions of the Merit Compensation System. Base salary does not include commission, incentive pay, bilingual pay, longevity pay, overtime pay, shift differential pay or deductions for time not worked.

"Bilingual Pay" – The dollar amount per month, or percentage of the employee's monthly base salary, paid in addition to the employee's base salary when the individual position held by the employee has a job description that requires the use of sign language, Braille, or another second language (e.g., Spanish), or that requires the employee to be bilingual.

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"Classification" – The classification established by the Department and approved by the Civil Service Commission based on Section 8a(1) of the Personnel Code and to which one or more positions are allocated based upon similarity of duties performed, responsibilities assigned and conditions of employment. Classification may be abbreviated to "class" and referred to by its title or title code.

"Class Specification" – The document comprising the title, title code, effective date, distinguishing features of work, illustrative examples of work and desirable requirements.

"Creditable Service" – All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last in-range or promotional salary increase. Reevaluations (Sections 310.460(c) and 310.480(d)), reallocations (Sections 310.460(b) and 310.480(b)), adjustments (Sections 310.470, 310.480(e) and 310.495(c)) and interim assignments (Section 310.490(p)) shall not change the creditable service date.

"Comparable Classes" – Two or more classes that are in the same salary range.

"Demotion" – The assignment for cause of an employee to a vacant position in a class in a lower salary range than the former class.

"Department" or "CMS" means the Department of Central Management Services.

"Differential" – The additional compensation added to the base salary of an employee resulting from conditions of employment imposed during the normal schedule of work.

"Director" means the Director of the Department of Central Management Services.

"Entrance Base Salary" – The initial base salary assigned to an employee upon entering State service.

"In-hire Rate" – An in-hire rate is a minimum rate/step for a class that is above or below the normal minimum of the range or full scale rate, as approved by the Director after a review of competitive market starting rates for similar classes or as negotiated between the Director and a bargaining unit.

"Maximum Rate of Pay" – The highest rate of pay for a given salary range.

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"Minimum Rate of Pay" – The lowest rate of pay for a given salary range. Normally the minimum rate of pay represents the salary to be paid a qualified employee who is appointed to a position in a class assigned to a given salary range.

"Option" – The denotation of directly-related education, experience and/or knowledge, skills and abilities required to qualify for the position allocated to the classification. The requirements may meet or exceed the requirements indicated in the class specification. The following options are for the Public Service Administrator classification and have a negotiated pay grade and/or a broad-banded salary range assigned:

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/Internal Audit/Insurance/Financial
- 2B = Financial Regulatory
- 2C = Economist
- 3 = Management Information System/Data Processing/Telecommunications
- 3J = Java Application Developer
- 3N = Networking
- 4 = Physical Sciences/Environment
- 6 = Health and Human Services
- 6C = Health Statistics
- 6D = Health Promotion/Disease Prevention
- 6E = Laboratory Specialist
- 6F = Infectious Disease
- 6G = Disaster/Emergency Medical Services
- 6H = Illinois Council on Developmental Disabilities Program Specialist
- 7 = Law Enforcement/Correctional
- 7A = Special Agent Supervisor
- 8A = Special License – Architect License
- 8B = Special License – Boiler Inspector License
- 8C = Special License – Certified Public Accountant
- 8D = Special License – Federal Communications Commission License/National Association of Business and Educational Radio
- 8E = Special License – Engineer (Professional)

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- 8F = Special License – Federal Aviation Administration Medical Certificate/First Class
- 8G = Special License – Clinical Professional Counselor
- 8H = Special License – Environmental Health Practitioner
- 8I = Special License – Professional Land Surveyor License
- 8J = Food Sanitation Certificate/Licensed Dietitian
- 8K = Special License – Licensed Psychologist
- 8L = Special License – Law License
- 8N = Special License – Registered Nurse License
- 8O = Special License – Occupational Therapist License
- 8P = Special License – Pharmacist License
- 8Q = Special License – Religious Ordination by Recognized Commission
- 8R = Special License – Dental Hygienist
- 8S = Special License – Social Worker/Clinical Social Worker
- 8T = Special License – Professional Educator License and Administrative Endorsement
- 8U = Special License – Physical Therapist License
- 8V = Special License – Audiologist License
- 8W = Special License – Speech-Language Pathologist License
- 8Y = Special License – Plumbing License
- 8Z = Special License – Special Metrologist Training
- 9A = Special License – Certified Internal Auditor
- 9B = Special License – Certified Information Systems Auditor
- 9C = Special License – Landscape Architect
- 9D = Special License – Certified Real Estate Appraisal License
- 9G = Special License – Registered Professional Geologist License

The following options are for the Senior Public Service Administrator classification and have a negotiated pay grade and/or a broad-banded salary range assigned:

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/Internal Audit/Insurance/Financial
- 2A = Revenue Audit Field Manager
- 2B = Financial Regulatory
- 2C = Economist

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- 3 = Management Information System/Data Processing/Telecommunications
- 4 = Physical Sciences/Environment
- 5 = Agriculture/Conservation
- 6 = Health and Human Services
- 6H = Developmental Disabilities Program Policy
- 7 = Law Enforcement/Correctional
- 7A = Criminal Investigation Chief
- 8A = Special License – Architect License
- 8B = Special License – Boiler Inspector License
- 8C = Special License – Certified Public Accountant/Certified Internal Auditor/Certified Information Systems Auditor
- 8D = Special License – Dental License
- 8E = Special License – Engineer (Professional)
- 8F = Special License – Clinical Professional Counseling
- 8G = Special License – Geologist License
- 8H = Special License – Environmental Health Practitioner
- 8I = Special License – Illinois Auctioneer License
- 8K = Special License – Licensed Psychologist
- 8L = Special License – Law License (Illinois)
- 8M = Special License – Veterinary Medicine License
- 8N = Special License – Nurse (Registered IL) License
- 8O = Special License – Occupational Therapist License
- 8P = Special License – Pharmacist License
- 8Q = Special License – Nursing Home Administration License
- 8R = Special License – Real Estate Brokers License
- 8S = Special License – Social Worker/Clinical Social Worker
- 8T = Special License – Professional Educator License and Administrative Endorsement
- 8U = Special License – Landscape Architect
- 8Z = Special License – Certified Real Estate Appraisal License

Other classification titles contain an option and the option also may denote differences in the distinguishing features of work indicated in the classification specification. The classification titles containing an option are:

- Children and Family Service Intern, Option 1
- Children and Family Service Intern, Option 2

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Health Services Investigator II, Option A – General
Health Services Investigator II, Option C – Pharmacy
Juvenile Justice Youth and Family Specialist Option 1
Juvenile Justice Youth and Family Specialist Option 2
Medical Administrator I Option C
Medical Administrator I Option D
Medical Administrator II Option C
Medical Administrator II Option D
Physician Specialist – Option A
Physician Specialist – Option B
Physician Specialist – Option C
Physician Specialist – Option D
Physician Specialist – Option E
Research Fellow, Option B

"Performance Review" – The required review of an employee's on-the-job performance as measured by a specific set of criteria.

"Performance Review Date" – The date on which the annual merit increase and bonus shall be made effective if a performance review indicates it is appropriate. Actual performance review procedures are to be completed prior to the effective date of any recommendation to allow sufficient time for the records to be processed by the originating agency.

"Promotion" – The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher salary range than the former class.

"Reallocation" – A position action in which gradual changes in a single position's assigned duties and responsibilities accumulate and result in the assignment of the position to another class.

"Reclassification" – A position action that occurs subsequent to approval of a new or revised classification by the Civil Service Commission and results in the assignment of a position or positions to a different class.

"Reevaluation" – The assignment of a different salary range to a class of positions based upon a change in relation to other classes or to the labor market.

"Salary Range" – The dollar values encompassed by the minimum and maximum rates of pay of a salary range assigned to a class title.

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"Transfer" – The assignment of an employee to a vacant position in a class having the same salary range.

"Work Year" – That period of time determined by the agency and filed with the Department in accordance with 80 Ill. Adm. Code 303.300.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.510 Conversion of Base Salary to Pay Period Units (Repealed)

(Source: Repealed at 26 Ill. Reg. 17374, effective November 25, 2002)

Section 310.520 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation and Overtime Credits -- A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.
- b) Payment for Fractional Part of a Specific Pay Period -- In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, the formula to be used is: monthly rate divided by two equals pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.
- c) Part-Time Work -- Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

Section 310.530 Implementation

- a) The salary schedules for the Merit Compensation System will continue as set forth in Appendices D and G (Pay Plan).
- b) The Merit Increase and Bonus Guidechart as set forth in Section 310.540 (Pay Plan).

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- c) The Fiscal Year 2021 Merit Compensation Cost-of-Living Adjustment as set forth in Section 310.550 (Pay Plan).

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.540 Annual Merit Increase and Bonus Guidechart

Category	Effective July 1, 2009		
	Definition	Increase	Bonus
Category 1	Exceptional	\$0	0%
Category 2	Accomplished	\$0	0%
Category 3	Acceptable	\$0	0%
Category 4	Unacceptable	\$0	0%

(Source: Amended at 33 Ill. Reg. 14944, effective October 26, 2009)

Section 310.550 Fiscal Year 2021 Merit Compensation Cost-of-Living Adjustment

Effective July 1, 2020, each current merit compensation (includes broad-band) State employee shall receive a 2.10% cost-of-living adjustment to the employee's base salary. No temporary, emergency or provisional employee shall receive the cost-of-living adjustment. The Department will program the cost-of-living adjustment automatically. No agency action will be required.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.560 Merit Incentive Program (Repealed)

(Source: Repealed at 44 Ill. Reg. 6859, effective April 16, 2020)

Section 310.570 Gain Sharing Program (Repealed)

(Source: Repealed at 44 Ill. Reg. 6859, effective April 16, 2020)

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SUBPART D: FROZEN NEGOTIATED-RATES-OF-PAY DUE TO FISCAL YEAR
APPROPRIATIONS AND EXPIRED SALARY SCHEDULES IN COLLECTIVE
BARGAINING UNIT AGREEMENTS**Section 310.600 Jurisdiction (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.610 Pay Schedules (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.620 In-Hiring Rate (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.630 Definitions (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.640 Increases in Pay (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.650 Other Pay Provisions (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.660 Effective Date (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.670 Negotiated Rate (Repealed)

(Source: Repealed at 37 Ill. Reg. _____, effective _____)

Section 310.680 Trainee Rate (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

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Section 310.690 Educator Schedule for Frozen RC-063 and Frozen HR-010 (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE A RC-104 (Conservation Police Supervisors, Illinois Fraternal Order of Police Labor Council)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Conservation Police Sergeant	09347	RC-104	Q
Conservation Police Lieutenant	09339	RC-104	Q

NOTES: Stipend – Effective June 30, 2019, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through July 1, 2019.

Satisfactory Performance Increase (Step Increase) – For Steps 1 through 7, employees shall receive a step increase to the next higher step upon satisfactory completion of twelve months of creditable service in the step and within the position classification, including successor title changes not involving pay grade changes.

In-Hire Rate – Effective July 31, 2019, new bargaining unit members, regardless of their current rank, shall be hired at 33% of the differential between a Conservation Police Officer II and the new member's new rank at the appropriate longevity level. Upon successful completion of 18 months of service, the new member shall be paid 66% of the rank differential between a Conservation Police Officer II and the new member's new rank at the appropriate longevity level. Upon completion of 36 months of service, the new member shall be paid 100% of the rank differential between a Conservation Police Officer II and the new member's new rank at the appropriate longevity level.

Longevity Bonus – Employees shall receive longevity bonuses at the beginning of the 9, 10, 12.5, 14, 15, 17.5, 20, 21, 22.5 and 25 years of service.

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Effective July 1, 2020

Title	S T E P S						
	1	2	3	4	5	6	7
Conservation Police Sergeant	5,801	6,097	6,392	6,691	7,000	7,329	7,499
Conservation Police Lieutenant	6,027	6,336	6,642	6,952	7,274	7,614	7,791

Longevity Bonus Rates

Title	9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
Conservation Police Sergeant	7,669	8,110	8,311	8,560	8,809	9,216	9,656	9,746	10,199	10,671
Conservation Police Lieutenant	7,968	8,426	8,636	8,894	9,151	9,576	10,031	10,128	10,595	11,089

Effective July 1, 2021

Title	S T E P S						
	1	2	3	4	5	6	7
Conservation Police Sergeant	6,030	6,338	6,644	6,955	7,277	7,618	7,795
Conservation Police Lieutenant	6,265	6,586	6,904	7,227	7,561	7,915	8,099

Longevity Bonus Rates

Title	9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
Conservation Police Sergeant	7,972	8,430	8,639	8,898	9,157	9,580	10,037	10,131	10,602	11,093
Conservation Police Lieutenant	8,283	8,759	8,977	9,245	9,512	9,954	10,427	10,528	11,014	11,527

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Effective July 1, 2022

Title	S T E P S						
	1	2	3	4	5	6	7
Conservation Police Sergeant	6,268	6,588	6,906	7,230	7,564	7,919	8,103
Conservation Police Lieutenant	6,512	6,846	7,177	7,512	7,860	8,228	8,419

Longevity Bonus Rates

Title	9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
Conservation Police Sergeant	8,287	8,763	8,980	9,249	9,519	9,958	10,433	10,531	11,021	11,531
Conservation Police Lieutenant	8,610	9,105	9,332	9,610	9,888	10,347	10,839	10,944	11,449	11,982

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE B VR-706 (Assistant Automotive Shop Supervisors, Automotive Shop Supervisors and Meat and Poultry Inspector Supervisors, Laborers' – ISEA Local #2002)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Assistant Automotive Shop Supervisor	01565	VR-706	B
Automotive Shop Supervisor	03749	VR-706	B
Meat and Poultry Inspector Supervisor	26073	VR-706	B

NOTE: Stipend – All bargaining unit employees on active payroll on August 28, 2019 shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after April 1, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

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General Increases – The pay rates for all bargaining unit positions shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Step Increases – Upon satisfactory completion of 12 months creditable service in a step, employees shall receive a step increase to the next higher step.

Longevity Pay – Effective July 1, 2013, an employee on Step 8, having 10 years of continuous service and three years creditable service at Step 8, shall be paid an additional \$50 per month. An employee with 15 years continuous services and three years of creditable service at Step 8 shall receive an additional \$75 per month.

Effective July 1, 2020

<u>Title</u>	S T E P S										
	<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Assistant Automotive Shop Supervisor	4124	4259	4393	4477	4610	4743	4875	5006	5140	5274	5407
Automotive Shop Supervisor	5067	5231	5398	5511	5683	5857	6029	6204	6376	6551	6722
Meat and Poultry Inspector Supervisor	4357	4500	4641	4733	4937	5134	5329	5535	5846	5964	6023

Effective July 1, 2021

<u>Title</u>	S T E P S										
	<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Assistant Automotive Shop Supervisor	4312	4452	4592	4654	4792	4930	5068	5204	5343	5482	5621
Automotive Shop Supervisor	5292	5463	5636	5729	5907	6088	6267	6449	6628	6810	6988
Meat and Poultry Inspector Supervisor	4554	4703	4849	4920	5132	5337	5539	5754	6077	6200	6261

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Effective July 1, 2022

<u>Title</u>	<u>S T E P S</u>										
	<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Assistant Automotive Shop Supervisor	4482	4628	4773	4838	4981	5125	5268	5410	5554	5699	5843
Automotive Shop Supervisor	5501	5679	5859	5955	6140	6328	6515	6704	6890	7079	7264
Meat and Poultry Inspector Supervisor	4734	4889	5041	5114	5335	5548	5758	5981	6317	6445	6508

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE C RC-056 (Site Superintendents and Departments of Veterans' Affairs, Natural Resources, Human Services and Agriculture and Historic Preservation Agency Managers, IFPE)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Agricultural Executive	00800	RC-056	20
Agricultural Land and Water Resources Supervisor	00811	RC-056	21
Natural Resources Education Program Coordinator	28834	RC-056	20
Natural Resources Grant Coordinator	28835	RC-056	19
Natural Resources Manager I	28836	RC-056	20
Natural Resources Manager II	28837	RC-056	22
Natural Resources Manager III	28838	RC-056	24
Natural Resources Site Manager I	28841	RC-056	20
Natural Resources Site Manager II	28842	RC-056	22
Plant and Pesticide Specialist Supervisor	32506	RC-056	19
Security Officer Chief (See Note)	39875	RC-056	16
Security Officer Lieutenant (See Note)	39876	RC-056	14
Site Superintendent I	41211	RC-056	19
Site Superintendent II	41212	RC-056	21
Site Superintendent III	41213	RC-056	23
Veterinary Consumer Safety Officer	47911	RC-056	19
Veterinary Pathologist	47916	RC-056	23
Veterinary Supervisor I	47917	RC-056	21
Veterinary Supervisor II	47918	RC-056	22

SUBTITLE B

Warehouse Examiner Supervisor

48786

RC-056

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NOTES: Step Increases – Employees who have not attained Step 8 shall receive a step increase to the next step upon satisfactory completion of 12 months of creditable service.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Sub-Step Increases – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after July 1, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

2015-2019 Stipend – All bargaining unit employees on active payroll on the date of effectuation of the applicable collective bargaining agreement shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Pension Formula Change – An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011 and, effective January 1, 2011, is covered by the standard formula for pension benefits (see the Illinois Pension Code [40 ILCS 5/1-160(g) and 14-110(b)]) shall be placed on the Pay Plan Code B salary grade assigned to the classification to which the position is allocated. An employee newly hired is an employee hired on or after January 1, 2011 who has never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

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Longevity Pay – Effective July 1, 1998, the Step 7 rate shall be increased \$50 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 7 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 2013, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased \$100 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8.

Effective July 1, 2020
Bargaining Unit: RC-056

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
14	B	3857	3981	4108	4183	4347	4536	4703	4881	5166	5268	5481
14	Q	4020	4151	4282	4362	4538	4737	4913	5102	5398	5505	5727
16	B	4221	4359	4496	4582	4785	4984	5192	5399	5718	5835	6071
16	Q	4405	4548	4693	4785	5001	5208	5426	5645	5979	6220	6470
19	B	4925	5085	5246	5356	5609	5870	6120	6373	6758	6890	7168
20	B	5200	5370	5540	5658	5922	6204	6471	6741	7151	7291	7583
21	B	5492	5671	5852	5980	6269	6560	6860	7147	7592	7745	8052
22	B	5808	5997	6187	6326	6633	6949	7270	7572	8041	8204	8531
23	B	6161	6362	6565	6715	7060	7395	7737	8072	8577	8749	9099
24	B	6357	6565	6773	6930	7291	7640	7993	8348	8846	9047	9407

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Effective July 1, 2021
Bargaining Unit: RC-056

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
14	B	4034	4163	4295	4348	4519	4715	4889	5074	5370	5476	5697
14	Q	4204	4340	4476	4534	4717	4924	5107	5304	5611	5722	5953
16	B	4413	4556	4699	4763	4974	5181	5397	5612	5944	6065	6311
16	Q	4604	4753	4903	4974	5199	5414	5640	5868	6215	6466	6726
19	B	5145	5311	5478	5568	5831	6102	6362	6625	7025	7162	7451
20	B	5430	5607	5784	5881	6156	6449	6727	7007	7433	7579	7883
21	B	5734	5920	6108	6216	6517	6819	7131	7429	7892	8051	8370
22	B	6062	6259	6456	6576	6895	7223	7557	7871	8359	8528	8868
23	B	6429	6638	6849	6980	7339	7687	8043	8391	8916	9095	9458
24	B	6633	6849	7066	7204	7579	7942	8309	8678	9195	9404	9779

Effective July 1, 2022
Bargaining Unit: RC-056

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
14	B	4193	4327	4465	4520	4698	4901	5082	5274	5582	5692	5922
14	Q	4370	4511	4653	4713	4903	5118	5309	5514	5833	5948	6188
16	B	4587	4736	4885	4951	5170	5386	5610	5834	6179	6305	6560
16	Q	4786	4941	5097	5170	5404	5628	5863	6100	6460	6721	6992
19	B	5348	5521	5694	5788	6061	6343	6613	6887	7302	7445	7745
20	B	5644	5828	6012	6113	6399	6704	6993	7284	7727	7878	8194
21	B	5960	6154	6349	6462	6774	7088	7413	7722	8204	8369	8701
22	B	6301	6506	6711	6836	7167	7508	7856	8182	8689	8865	9218
23	B	6683	6900	7120	7256	7629	7991	8361	8722	9268	9454	9832
24	B	6895	7120	7345	7489	7878	8256	8637	9021	9558	9775	10165

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

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Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE D HR-001 (Teamsters Local #700)

Title	Title Code	Bargaining Unit	Pay Plan Code	Full Scale Mo.	Effective Date
Highway Maintainer (Snowbirds)	18639	HR-001	Q	4375.00	July 1, 2014

NOTE: Definition of Snowbirds – Snowbirds are all seasonal, full-time Highway Maintainers whose primary function is snow removal.

Effective July 1, 2015

Title	Title Code	Pay Plan Code	75%		80%		85%		90%		95%		Full Scale	
			Mo.	Hr.	Mo.	Hr.								
Building Services Worker	05616	B	2951	16.96	3147	18.09	3344	19.22	3541	20.35	3737	21.48	3934	22.61
Elevator Operator	13500	B	3011	17.30	3212	18.46	3413	19.61	3614	20.77	3814	21.92	4015	23.07
Elevator Operator – Assistant Starter	13500	B	3050	17.53	3254	18.70	3457	19.87	3660	21.03	3864	22.21	4067	23.37
Elevator Operator – Starter	13500	B	3069	17.64	3274	18.82	3478	19.99	3683	21.17	3887	22.34	4092	23.52
Grounds Supervisor	17549	B	4471	25.70	4769	27.41	5067	29.12	5365	30.83	5663	32.55	5961	34.26
Grounds Supervisor (DHS – Chicago Read)	17549	B	4633	26.63	4942	28.40	5250	30.17	5559	31.95	5868	33.72	6177	35.50
Grounds Supervisor (DHS – Supervisor Tractor Trailer)	17549	B	4854	27.90	5178	29.76	5501	31.61	5825	33.48	6148	35.33	6472	37.20

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Heavy Construction Equipment Operator (Regular – RG)	18465	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	6318	36.31
Heavy Construction Equipment Operator (Bridge Crew – BC)	18465	Q	4807	27.63	5127	29.47	5448	31.31	5768	33.15	6089	34.99	6409	36.83
Highway Maintainer (Regular – RG)	18639	Q	4640	26.67	4950	28.45	5259	30.22	5568	32.00	5878	33.78	6187	35.56
Highway Maintainer (Bridge Crew – BC)	18639	Q	4712	27.08	5026	28.89	5340	30.69	5654	32.49	5968	34.30	6282	36.10
Highway Maintainer (Drill Rig – DR)	18639	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	6318	36.31
Highway Maintainer (Emergency Patrol – EP)	18639	Q	4741	27.25	5057	29.06	5373	30.88	5689	32.70	6005	34.51	6321	36.33
Highway Maintenance Lead Worker (Regular – RG)	18659	Q	4769	27.41	5087	29.24	5405	31.06	5723	32.89	6041	34.72	6359	36.55
Highway Maintenance Lead Worker (Bridge Crew – BC)	18659	Q	4837	27.80	5159	29.65	5482	31.51	5804	33.36	6127	35.21	6449	37.06
Highway Maintenance Lead Worker (Emergency Patrol – EP)	18659	Q	4867	27.97	5191	29.83	5516	31.70	5840	33.56	6165	35.43	6489	37.29

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Highway Maintenance Lead Worker (Lead Lead Worker) (Regular – RG)	18659	Q	4817	27.68	5138	29.53	5460	31.38	5781	33.22	6102	35.07	6423	36.91
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC)	18659	Q	4886	28.08	5211	29.95	5537	31.82	5863	33.70	6188	35.56	6514	37.44
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol – EP)	18659	Q	4916	28.25	5244	30.14	5572	32.02	5900	33.91	6227	35.79	6555	37.67
Laborer (Maintenance) (Regular – RG)	23080	B	4492	25.82	4791	27.53	5091	29.26	5390	30.98	5690	32.70	5989	34.42
Maintenance Equipment Operator	25020	B	4583	26.34	4888	28.09	5194	29.85	5499	31.60	5805	33.36	6110	35.11
Maintenance Equipment Operator (DHS – Tractor Trailer)	25020	B	4605	26.47	4912	28.23	5219	29.99	5526	31.76	5833	33.52	6140	35.29
Maintenance Equipment Operator (Dispatcher)	25020	B	4751	27.30	5067	29.12	5384	30.94	5701	32.76	6017	34.58	6334	36.40
Maintenance Worker (not DOT, DHS – Chicago Read or DHS – Forensic)	25500	B	4440	25.52	4736	27.22	5032	28.92	5328	30.62	5624	32.32	5920	34.02
Maintenance Worker (DHS – Chicago Read)	25500	B	4583	26.34	4888	28.09	5194	29.85	5499	31.60	5805	33.36	6110	35.11

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Maintenance Worker (DHS – Forensic)	25500	Q	4640	26.67	4950	28.45	5259	30.22	5568	32.00	5878	33.78	6187	35.56
Maintenance Worker (DOT – Regular – RG)	25500	B	4529	26.03	4830	27.76	5132	29.49	5434	31.23	5736	32.97	6038	34.70
Maintenance Worker (DOT – Emergency Patrol – EP)	25500	B	4625	26.58	4934	28.36	5242	30.13	5550	31.90	5859	33.67	6167	35.44
Sign Hanger	40900	B	4640	26.67	4950	28.45	5259	30.22	5568	32.00	5878	33.78	6187	35.56
Sign Hanger Foreman	40910	B	4769	27.41	5087	29.24	5405	31.06	5723	32.89	6041	34.72	6359	36.55

NOTES: Stipend – All bargaining unit employees on active payroll on April 29, 2020 shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019. The stipend shall be paid as soon as practicable.

General Increases – The pay rates for all bargaining unit classifications shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The parties agree the in-hire rate as was amended to 75% for the 2008 - 2012 Collective Bargaining Agreement shall continue in effect. The parties also agree that all classifications shall continue the 75% in-hire rate as agreed to in the 2012 - 2015 agreement. Employees in the in-hire will receive a 5% increase each year for five (5) years on their anniversary date in order to obtain the full rate. Effective July 1, 2019 the in-hire rate is unfrozen. Each employee on active payroll upon ratification of the contract, whose in-hire rate was frozen during the 2015-2019 agreement shall be placed on his/her correct in-hire rate, on July 1, 2019. The placement shall not change the employee's creditable service (anniversary) date. Example: An employee who was hired on and whose creditable service (anniversary) date is April 1, 2017 at 75% shall be placed on the 85% rate on July 1, 2019. The employee's next in-hire movement (to 90%) will be due on April 1, 2020, pursuant to their creditable service (anniversary) date. Employees within this bargaining unit who are promoted and are in the in-hire progression will promote to the next higher step of the in-hire rate of the higher classification. In addition, temporary assignments to higher-level classifications shall also be calculated at the in-hire rates. All full-scale employees within this collective bargaining unit will be promoted to the full-scale rate as if they were promoted to the next higher

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classification within the series. Any certified employee of this bargaining unit who is offered and accepts a position within this bargaining unit that is a promotion, notwithstanding classification series and without a break in service, shall be placed on the next higher step of the in-hire rate of the new classification. Employees covered under this bargaining agreement who transfer to any position within the bargaining unit without a break in service shall maintain their continuous service date for in-hire rate progression. A certified employee who is assigned and accepts a voluntary reduction in grade shall be certified in the lower class without serving a probationary period. The employee shall be reduced to the appropriate in-hire rate, i.e. 85% lead worker voluntarily reduces to an 85% Highway Maintainer.

(Source: Amended by peremptory amendment at 44 Ill. Reg. 10232, effective May 28, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE E RC-020 (Teamsters Locals #330 and #705)

Title	Title Code	Bargaining Unit	Pay Plan Code	Full Scale Mo.	Effective Date
Highway Maintainer (Snowbirds)	18639	RC-020	Q	4375.00	July 1, 2014

NOTE: Definition of Snowbird – Snowbirds are all seasonal, full-time Highway Maintainers whose primary function is snow removal.

Effective July 1, 2015

Title	Title Code	Pay Plan Code	75%		80%		85%		90%		95%		Full Scale	
			Mo.	Hr.	Mo.	Hr.								
Bridge Mechanic	05310	Q	4674	26.86	4986	28.66	5297	30.44	5609	32.24	5920	34.02	6232	35.82
Bridge Tender	05320	B	4419	25.40	4714	27.09	5008	28.78	5303	30.48	5597	32.17	5892	33.86
Heavy Construction Equipment Operator	18465	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	6318	36.31

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Heavy Construction Equipment Operator (Bridge Crew – BC)	18465	Q	4807	27.63	5127	29.47	5448	31.31	5768	33.15	6089	34.99	6409	36.83
Highway Maintainer	18639	Q	4640	26.67	4950	28.45	5259	30.22	5568	32.00	5878	33.78	6187	35.56
Highway Maintainer (Bridge Crew – BC)	18639	Q	4712	27.08	5026	28.89	5340	30.69	5654	32.49	5968	34.30	6282	36.10
Highway Maintainer (Drill Rig – DR)	18639	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	6318	36.31
Highway Maintenance Lead Worker	18659	Q	4769	27.41	5087	29.24	5405	31.06	5723	32.89	6041	34.72	6359	36.55
Highway Maintenance Lead Worker (Bridge Crew – BC)	18659	Q	4837	27.80	5159	29.65	5482	31.51	5804	33.36	6127	35.21	6449	37.06
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	Q	4817	27.68	5138	29.53	5460	31.38	5781	33.22	6102	35.07	6423	36.91
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC)	18659	Q	4886	28.08	5211	29.95	5537	31.82	5863	33.70	6188	35.56	6514	37.44
Labor Maintenance Lead Worker	22809	B	4547	26.13	4850	27.87	5154	29.62	5457	31.36	5760	33.10	6063	34.84
Laborer (Maintenance)	23080	B	4492	25.82	4791	27.53	5091	29.26	5390	30.98	5690	32.70	5989	34.42
Maintenance Equipment Operator	25020	B	4583	26.34	4888	28.09	5194	29.85	5499	31.60	5805	33.36	6110	35.11
Maintenance Equipment Operator	25020	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	6318	36.31
Maintenance Worker (DHS)	25500	B	4588	26.37	4894	28.13	5199	29.88	5505	31.64	5811	33.40	6117	35.16

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Maintenance Worker (DOT, not Emergency Patrol)	25500	B	4529	26.03	4830	27.76	5132	29.49	5434	31.23	5736	32.97	6038	34.70
Power Shovel Operator (Maintenance)	33360	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	6318	36.31
Power Shovel Operator (Maintenance) (Bridge Crew – BC)	33360	Q	4807	27.63	5127	29.47	5448	31.31	5768	33.15	6089	34.99	6409	36.83
Silk Screen Operator	41020	B	4681	26.90	4993	28.70	5305	30.49	5617	32.28	5929	34.07	6241	35.87

NOTES: Stipend – All bargaining unit employees on active payroll on the date of ratification shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019. The stipend shall be paid as soon as practicable.

General Increases – The pay rates for all bargaining unit classifications shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The parties agree the in-hire rate as was amended to 75% for the 2008-2012 Collective Bargaining Agreement shall continue in effect. The parties also agree that all classifications shall continue the 75% in-hire rate as agreed to in the 2012-2015 agreement. Employees in the in-hire will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. Effective July 1, 2019 the in-hire rate is unfrozen. Each employee on active payroll upon ratification of the contract, who's in-hire rate was frozen during the 2015-2019 agreement shall be placed on their correct in-hire rate, on July 1, 2019. Such placement shall not change the employee's credible service date. Example: employee who was hired on and whose credible service date is April 1, 2018, would have been frozen at 75% shall be moved to 80% on July 1, 2019. The employee will then be due their next in-hire rate on April 1, 2020, pursuant to their credible service date. Employees within this bargaining unit who are promoted and are in the in-hire progression will promote to the next higher step of the in-hire rate of the higher classification. In addition, temporary assignments to higher level classifications shall also be calculated at the in-hire rates. All full-scale employees within this collective bargaining unit will be promoted to full-scale rate as if they were

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promoted to the next higher classification within the series. Any certified employee of this bargaining unit who is offered and accepts a position within this bargaining unit that is a promotion, notwithstanding classification series and without a break in service, shall be placed on the next higher step of the in-hire rate of the new classification. Employees covered under this bargaining agreement who transfer to any position within the bargaining unit without a break in service shall maintain their continuous service date for in-hire rate progression. A certified employee who is assigned and accepts a voluntary reduction in grade shall be certified in the lower class without serving a probationary period. The employee shall be reduced to the appropriate in-hire rate; i.e., 85% lead worker voluntarily reduces to an 85% Highway Maintainer.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE F RC-019 (Teamsters Local #25)

Title	Title Code	Bargaining Unit	Pay Plan Code	Full Scale Mo.	Effective Date
Highway Maintainer (Snowbirds)	18639	RC-019	Q	4375.00	July 1, 2014

NOTE: Definition of Snowbird – Snowbirds are all seasonal, salaried, full-time Highway Maintainers whose primary function is snow removal.

Effective July 1, 2015

Title	Title Code	Pay Plan Code	75%		80%		85%		90%		95%		Full Scale	
			Mo.	Hr.	Mo.	Hr.								
Bridge Mechanic (IDOT)	05310	Q	4668	26.83	4979	28.61	5290	30.40	5602	32.20	5913	33.98	6224	35.77
Bridge Tender (IDOT)	05320	B	4696	26.99	5009	28.79	5322	30.59	5635	32.39	5948	34.18	6261	35.98
Deck Hand (IDOT)	11500	B	4512	25.93	4813	27.66	5114	29.39	5414	31.11	5715	32.84	6016	34.57

SUBTITLE B

Ferry Operator I (IDOT)	14801	B	4696	26.99	5009	28.79	5322	30.59	5635	32.39	5948	34.18	6261	35.98
Ferry Operator II (IDOT)	14802	B	4790	27.53	5109	29.36	5428	31.20	5747	33.03	6067	34.87	6386	36.70
Highway Maintainer (Regular –RG) (IDOT)	18639	Q	4640	26.67	4950	28.45	5259	30.22	5568	32.00	5878	33.78	6187	35.56
Highway Maintainer (Bridge Crew – BC) (IDOT)	18639	Q	4699	27.01	5012	28.80	5325	30.60	5639	32.41	5952	34.21	6265	36.01
Highway Maintainer (Drill Rig – DR) (IDOT)	18639	Q	4722	27.14	5037	28.95	5352	30.76	5666	32.56	5981	34.37	6296	36.18
Highway Maintainer (Emergency Patrol – EP) (IDOT)	18639	Q	4724	27.15	5039	28.96	5354	30.77	5669	32.58	5984	34.39	6299	36.20
Highway Maintenance Lead Worker (Regular – RG) (IDOT)	18659	Q	4748	27.29	5065	29.11	5381	30.93	5698	32.75	6014	34.56	6331	36.39
Highway Maintenance Lead Worker (Bridge Crew – BC) (IDOT)	18659	Q	4806	27.62	5126	29.46	5447	31.30	5767	33.14	6088	34.99	6408	36.83
Highway Maintenance Lead Worker (Emergency Patrol – EP) (IDOT)	18659	Q	4832	27.77	5154	29.62	5476	31.47	5798	33.32	6120	35.17	6442	37.02
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular – RG) (IDOT)	18659	Q	4790	27.53	5109	29.36	5428	31.20	5747	33.03	6067	34.87	6386	36.70

SUBTITLE B

Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC) (IDOT)	18659	Q	4847	27.86	5170	29.71	5494	31.57	5817	33.43	6140	35.29	6463	37.14
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol – EP) (IDOT)	18659	Q	4851	27.88	5174	29.74	5498	31.60	5821	33.45	6145	35.32	6468	37.17
Janitor I (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	21951	B	4349	24.99	4639	26.66	4929	28.33	5219	29.99	5509	31.66	5799	33.33
Janitor II (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	21952	B	4375	25.14	4666	26.82	4958	28.49	5250	30.17	5541	31.84	5833	33.52
Labor Maintenance Lead Worker (CMS, DOC, DHS, DJJ, DNR, IDOT, ISP and DVA)	22809	B	4560	26.21	4864	27.95	5168	29.70	5472	31.45	5776	33.20	6080	34.94
Laborer (Maintenance) (IDOT)	23080	B	4514	25.94	4815	27.67	5116	29.40	5417	31.13	5718	32.86	6019	34.59
Maintenance Equipment Operator	25020	B	4590	26.38	4896	28.14	5202	29.90	5508	31.66	5814	33.41	6120	35.17
Maintenance Equipment Operator (DHS Forensics)	25020	Q	4640	26.67	4950	28.45	5259	30.22	5568	32.00	5878	33.78	6187	35.56

SUBTITLE B

Maintenance Equipment Operator (DOC)	25020	Q	4722	27.14	5037	28.95	5352	30.76	5666	32.56	5981	34.37	6296	36.18
Maintenance Equipment Operator (DOC – Maximum Security)	25020	S	4764	27.38	5082	29.21	5399	31.03	5717	32.86	6034	34.68	6352	36.51
Maintenance Worker (CMS, DOC, DHS, DJJ, DNR, IDOT, ISP and DVA)	25500	B	4544	26.11	4846	27.85	5149	29.59	5452	31.33	5755	33.07	6058	34.82
Maintenance Worker (DHS – Forensics)	25500	Q	4595	26.41	4901	28.17	5207	29.93	5513	31.68	5820	33.45	6126	35.21
Power Shovel Operator (Maintenance) (Regular – RG) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	33360	B	4671	26.84	4982	28.63	5294	30.43	5605	32.21	5917	34.01	6228	35.79
Power Shovel Operator (Maintenance) (Regular – RG) (IDOT)	33360	Q	4722	27.14	5037	28.95	5352	30.76	5666	32.56	5981	34.37	6296	36.18
Power Shovel Operator (Maintenance) (Bridge Crew – BC) (IDOT)	33360	Q	4781	27.48	5100	29.31	5419	31.14	5738	32.98	6056	34.80	6375	36.64
Security Guard I (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	39851	B	4372	25.13	4663	26.80	4955	28.48	5246	30.15	5538	31.83	5829	33.50
Security Guard II (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	39852	B	4411	25.35	4705	27.04	4999	28.73	5293	30.42	5587	32.11	5881	33.80

SUBTITLE B

Silk Screen
Operator
(IDOT)

41020 B 4675 26.87 4986 28.66 5298 30.45 5610 32.24 5921 34.03 6233 35.82

NOTES: Stipend – All bargaining unit employees on active payroll on the date of ratification shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019. The stipend shall be paid as soon as practicable.

General Increases – The pay rates for all bargaining unit classifications shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The parties agree the in-hire rate as was amended to 75% for the 2008-2012 Collective Bargaining Agreement shall continue in effect. The parties also agree that all classifications shall continue the 75% in-hire rate as agreed to in the 2012 2015 agreement. Employees in the in-hire will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. Effective July 1, 2019 the in-hire rate is unfrozen. Each employee on active payroll upon ratification of the contract, whose in-hire rate was frozen during the 2015-2019 agreement shall be placed on his/her correct in-hire rate, on July 1, 2019. Such placement shall not change the employees creditable service (anniversary) date. Example: An employee who was hired on and whose creditable service (anniversary) date is April 1, 2017 at 75% shall be placed on the 85% rate on July 1, 2019. The employee's next in-hire movement (to 90%) will be due on April 1, 2020, pursuant to their creditable service (anniversary) date. Employees within this bargaining unit who are promoted and are in the in-hire progression will promote to the next higher step of the in-hire rate of the higher classification. In addition, temporary assignments to higher-level classifications shall also be calculated at the in-hire rates. All full-scale employees within this collective bargaining unit will be promoted to the full-scale rate as if they were promoted to the next higher classification within the series. Any certified employee of this bargaining unit who is offered and accepts a position within this bargaining unit that is a promotion, notwithstanding classification series and without a break in service, shall be placed on the next higher step of the in-hire rate of the new classification. Employees covered under this bargaining agreement who transfer to any position within the bargaining unit without a break in service shall maintain their continuous service date for in-hire rate progression. A certified employee who is assigned and accepts a voluntary reduction in grade shall be certified in the lower

SUBTITLE B

class without serving a probationary period. The employee shall be reduced to the appropriate in-hire rate; i.e., 85% lead worker voluntarily reduces to an 85% Highway Maintainer.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE G RC-045 (Automotive Mechanics, IFPE)

**Effective January 1, 2020
Bargaining Unit: RC-045**

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>95%</u>	<u>97%</u>	<u>100% (Full-Scale)</u>
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	B	5450	5565	5737
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	Q	5642	5761	5939
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	S	5722	5842	6023

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>75%</u>	<u>80%</u>	<u>85%</u>	<u>90%</u>	<u>95%</u>	<u>100% (Full-Scale)</u>
Auto & Body Repairer	03680	B	4303	4590	4876	5163	5450	5737
Auto & Body Repairer	03680	Q	4454	4751	5048	5345	5642	5939
Auto & Body Repairer	03680	S	4517	4818	5120	5421	5722	6023
Automotive Attendant I	03696	B	2599	2772	2945	3119	3292	3465
Automotive Attendant I	03696	Q	2702	2882	3062	3242	3422	3602
Automotive Attendant I	03696	S	2759	2943	3127	3311	3495	3679
Automotive Attendant II	03697	B	2775	2960	3145	3330	3515	3700
Automotive Attendant II	03697	Q	2885	3077	3269	3461	3654	3846
Automotive Attendant II	03697	S	2942	3138	3334	3530	3726	3922
Automotive Mechanic	03700	B	4303	4590	4876	5163	5450	5737
Automotive Mechanic	03700	Q	4454	4751	5048	5345	5642	5939
Automotive Mechanic	03700	S	4517	4818	5120	5421	5722	6023

SUBTITLE B

Automotive Parts								
Warehouse Specialist	03734	B	4213	4494	4774	5055	5336	5617
Automotive Parts								
Warehouse	03730	B	4132	4407	4683	4958	5234	5509
Small Engine Mechanic	41150	B	3788	4041	4293	4546	4798	5051
Storekeeper I (See Note)	43051	B	4049	4318	4588	4858	5128	5398
Storekeeper II (See Note)	43052	B	4135	4410	4686	4962	5237	5513

**Effective July 1, 2020
Bargaining Unit: RC-045**

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>95%</u>	<u>97%</u>	<u>100% (Full-Scale)</u>
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	B	5564	5681	5857
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	Q	5761	5882	6064
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	S	5842	5965	6149

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>75%</u>	<u>80%</u>	<u>85%</u>	<u>90%</u>	<u>95%</u>	<u>100% (Full-Scale)</u>
Auto & Body Repairer	03680	B	4393	4686	4978	5271	5564	5857
Auto & Body Repairer	03680	Q	4548	4851	5154	5458	5761	6064
Auto & Body Repairer	03680	S	4612	4919	5227	5534	5842	6149
Automotive Attendant I	03696	B	2654	2830	3007	3184	3361	3538
Automotive Attendant I	03696	Q	2759	2942	3126	3310	3494	3678
Automotive Attendant I	03696	S	2817	3005	3193	3380	3568	3756
Automotive Attendant II	03697	B	2834	3022	3211	3400	3589	3778
Automotive Attendant II	03697	Q	2945	3142	3338	3534	3731	3927
Automotive Attendant II	03697	S	3003	3203	3403	3604	3804	4004
Automotive Mechanic	03700	B	4393	4686	4978	5271	5564	5857
Automotive Mechanic	03700	Q	4548	4851	5154	5458	5761	6064
Automotive Mechanic	03700	S	4612	4919	5227	5534	5842	6149

SUBTITLE B

Automotive Parts Warehouse Specialist	03734	B	4301	4588	4875	5162	5448	5735
Automotive Parts Warehouser	03730	B	4219	4500	4781	5063	5344	5625
Small Engine Mechanic	41150	B	3868	4126	4383	4641	4899	5157
Storekeeper I (See Note)	43051	B	4133	4409	4684	4960	5235	5511
Storekeeper II (See Note)	43052	B	4222	4503	4785	5066	5348	5629

**Effective July 1, 2021
Bargaining Unit: RC-045**

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>95%</u>	<u>97%</u>	<u>100% (Full-Scale)</u>
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	B	5784	5905	6088
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	Q	5989	6115	6304
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	S	6072	6200	6392

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>75%</u>	<u>80%</u>	<u>85%</u>	<u>90%</u>	<u>95%</u>	<u>100% (Full-Scale)</u>
Auto & Body Repairer	03680	B	4566	4870	5175	5479	5784	6088
Auto & Body Repairer	03680	Q	4728	5043	5358	5674	5989	6304
Auto & Body Repairer	03680	S	4794	5114	5433	5753	6072	6392
Automotive Attendant I	03696	B	2759	2942	3126	3310	3494	3678
Automotive Attendant I	03696	Q	2867	3058	3250	3441	3632	3823
Automotive Attendant I	03696	S	2928	3123	3318	3514	3709	3904
Automotive Attendant II	03697	B	2945	3142	3338	3534	3731	3927
Automotive Attendant II	03697	Q	3062	3266	3470	3674	3878	4082
Automotive Attendant II	03697	S	3122	3330	3538	3746	3954	4162
Automotive Mechanic	03700	B	4566	4870	5175	5479	5784	6088
Automotive Mechanic	03700	Q	4728	5043	5358	5674	5989	6304
Automotive Mechanic	03700	S	4794	5114	5433	5753	6072	6392

SUBTITLE B

Automotive Parts								
Warehouse Specialist	03734	B	4472	4770	5068	5366	5664	5962
Automotive Parts								
Warehouse	03730	B	4385	4678	4970	5262	5555	5847
Small Engine Mechanic	41150	B	4021	4289	4557	4825	5093	5361
Storekeeper I (See Note)	43051	B	4297	4583	4870	5156	5443	5729
Storekeeper II (See Note)	43052	B	4388	4681	4973	5266	5558	5851

Effective July 1, 2022
Bargaining Unit: RC-045

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>95%</u>	<u>97%</u>	<u>100% (Full-Scale)</u>
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	B	6012	6138	6328
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	Q	6225	6356	6553
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	S	6312	6445	6644

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>75%</u>	<u>80%</u>	<u>85%</u>	<u>90%</u>	<u>95%</u>	<u>100% (Full-Scale)</u>
Auto & Body Repairer	03680	B	4746	5062	5379	5695	6012	6328
Auto & Body Repairer	03680	Q	4915	5242	5570	5898	6225	6553
Auto & Body Repairer	03680	S	4983	5315	5647	5980	6312	6644
Automotive Attendant I	03696	B	2867	3058	3250	3441	3632	3823
Automotive Attendant I	03696	Q	2981	3179	3378	3577	3775	3974
Automotive Attendant I	03696	S	3044	3246	3449	3652	3855	4058
Automotive Attendant II	03697	B	3062	3266	3470	3674	3878	4082
Automotive Attendant II	03697	Q	3182	3394	3607	3819	4031	4243
Automotive Attendant II	03697	S	3245	3461	3677	3893	4110	4326
Automotive Mechanic	03700	B	4746	5062	5379	5695	6012	6328
Automotive Mechanic	03700	Q	4915	5242	5570	5898	6225	6553
Automotive Mechanic	03700	S	4983	5315	5647	5980	6312	6644

SUBTITLE B

Automotive Parts									
Warehouse Specialist	03734	B	4648	4958	5267	5577	5887	6197	
Automotive Parts									
Warehouser	03730	B	4559	4862	5166	5470	5774	6078	
Small Engine Mechanic	41150	B	4180	4458	4737	5016	5294	5573	
Storekeeper I (See Note)	43051	B	4466	4764	5062	5360	5657	5955	
Storekeeper II (See Note)	43052	B	4562	4866	5170	5474	5778	6082	

NOTES: Step Increases – Employees who have not attained Step 8 shall receive a step increase to the next step upon satisfactory completion of 12 months of creditable service.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates and their effective dates are listed in the rate tables in this Section.

Sub-Step Increases – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after July 1, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

2015-2019 Stipend – All bargaining unit employees on active payroll on the date of effectuation of the 2019 collective bargaining agreement shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

In-Hire Rates – All classifications shall have a 75% in-hire rate for all employees hired on or after July 1, 2013. Employees who are promoted and are in the in-hire progression will promote to the next step of the in-hire rate of the higher classification. In addition, temporary assignments shall also be calculated at the in-hire rates. Employees in the in-hire progression will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. All full scale employees will be promoted to the full-scale rate of the next higher classifications, upon promotion.

SUBTITLE B

Longevity Pay – Effective July 1, 1998, the Step 7 rate shall be increased \$50 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 7 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 2013, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased \$100 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8.

Pension Formula Change – An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011 and, effective January 1, 2011, is covered by the standard formula for pension benefits (see the Illinois Pension Code [40 ILCS 5/1-160(g) and 14-110(b)]) shall be placed on the Pay Plan Code B salary grade assigned to the classification to which the position is allocated. An employee newly hired is an employee hired on or after January 1, 2011 who has never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE H RC-006 (Corrections Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Canine Specialist	06500	RC-006	14
Correctional Officer	09675	RC-006	09
Correctional Officer Trainee	09676	RC-006	05

SUBTITLE B

Correctional Sergeant	09717	RC-006	12
Corrections Clerk I	09771	RC-006	09
Corrections Clerk II	09772	RC-006	11
Corrections Food Service Supervisor I	09793	RC-006	11
Corrections Food Service Supervisor II	09794	RC-006	13
Corrections Grounds Supervisor	09796	RC-006	12
Corrections Identification Technician	09801	RC-006	11
Corrections Industry Lead Worker	09805	RC-006	12
Corrections Laundry Manager I	09808	RC-006	13
Corrections Locksmith	09818	RC-006	12
Corrections Maintenance Craftsman	09821	RC-006	12
Corrections Maintenance Worker	09823	RC-006	10
Corrections Medical Technician	09824	RC-006	10
Corrections Residence Counselor I	09837	RC-006	11
Corrections Supply Supervisor I	09861	RC-006	11
Corrections Supply Supervisor II	09862	RC-006	13
Corrections Transportation Officer I	09871	RC-006	11
Corrections Transportation Officer II	09872	RC-006	14
Corrections Treatment Officer	09864	RC-006	14
Corrections Treatment Officer Trainee	09866	RC-006	11
Corrections Utilities Operator	09875	RC-006	12
Corrections Vocational Instructor	09879	RC-006	12
Educator Aide	13130	RC-006	06
Housekeeper	19600	RC-006	02
Juvenile Justice Specialist	21971	RC-006	14
Juvenile Justice Specialist Intern	21976	RC-006	11
Pest Control Operator	31810	RC-006	06
Property and Supply Clerk II	34792	RC-006	04
Social Service Aide Trainee	41285	RC-006	01
Storekeeper I	43051	RC-006	07
Storekeeper II	43052	RC-006	08
Stores Clerk	43060	RC-006	03

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 increases effective July 1, 2020 and July 1, 2021.

SUBTITLE B

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or

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before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2020
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	Q	2957	3054	3149	3194	3280	3364	3443	3536	3611	3760	3915
1	S	3032	3131	3229	3276	3359	3445	3516	3611	3688	3842	3995
2	Q	3033	3132	3230	3277	3360	3442	3528	3616	3702	3857	4009
2	S	3105	3205	3305	3355	3441	3515	3606	3698	3778	3932	4090
3	Q	3109	3209	3311	3360	3443	3542	3631	3717	3813	3966	4123
3	S	3182	3285	3388	3441	3516	3618	3708	3795	3892	4047	4210
4	Q	3184	3286	3390	3443	3544	3635	3741	3839	3938	4110	4276
4	S	3251	3356	3462	3516	3624	3712	3816	3915	4018	4191	4358
5	Q	3386	3495	3606	3664	3777	3898	4017	4145	4269	4469	4648
5	S	3458	3570	3682	3743	3857	3980	4099	4225	4348	4556	4737
6	Q	3571	3687	3804	3869	4017	4147	4282	4424	4565	4810	5001
6	S	3644	3763	3881	3949	4099	4226	4365	4509	4654	4896	5091
7	Q	3595	3711	3828	3894	4017	4160	4281	4436	4565	4800	4993
7	S	3668	3787	3907	3976	4099	4238	4363	4520	4654	4885	5080
8	Q	3852	3977	4103	4176	4331	4482	4656	4816	4970	5245	5454
8	S	3923	4051	4179	4257	4411	4566	4745	4902	5061	5335	5546
9	Q	3857	3981	4108	4183	4336	4493	4672	4834	5012	5284	5498
9	S	3931	4059	4187	4265	4419	4582	4757	4924	5102	5374	5588

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10	Q	4007	4138	4267	4347	4510	4698	4877	5061	5247	5544	5768
10	S	4088	4220	4354	4435	4597	4785	4963	5151	5338	5632	5860
11	Q	4190	4326	4462	4549	4737	4919	5127	5323	5528	5846	6080
11	S	4266	4405	4544	4633	4821	5003	5218	5408	5621	5933	6171
12	Q	4363	4505	4647	4739	4937	5154	5366	5575	5783	6120	6362
12	S	4440	4586	4731	4823	5026	5243	5451	5668	5871	6207	6454
13	Q	4560	4708	4857	4956	5181	5412	5642	5872	6112	6465	6720
13	S	4642	4793	4945	5045	5271	5505	5735	5964	6200	6553	6816
14	Q	4634	4785	4935	5035	5270	5508	5736	5970	6207	6572	6833
14	S	4714	4868	5021	5124	5359	5598	5826	6060	6292	6661	6927
15	Q	4784	4940	5094	5199	5443	5688	5925	6175	6422	6789	7060
15	S	4862	5021	5180	5288	5533	5781	6016	6270	6510	6881	7157

Effective July 1, 2021
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	Q	3099	3200	3298	3320	3410	3497	3579	3676	3754	3909	4070
1	S	3177	3280	3382	3405	3492	3581	3655	3754	3834	3994	4153
2	Q	3178	3281	3383	3406	3493	3578	3667	3759	3848	4009	4167
2	S	3253	3357	3461	3488	3577	3654	3748	3844	3927	4087	4252
3	Q	3257	3361	3467	3493	3579	3682	3774	3864	3964	4123	4286
3	S	3333	3440	3547	3577	3655	3761	3854	3945	4046	4207	4376
4	Q	3335	3441	3549	3579	3684	3779	3889	3991	4094	4272	4445
4	S	3404	3514	3624	3655	3767	3859	3967	4070	4177	4357	4530

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5	Q	3545	3658	3773	3809	3926	4052	4176	4309	4438	4646	4832
5	S	3620	3736	3852	3891	4009	4137	4261	4392	4520	4736	4924
6	Q	3737	3858	3979	4022	4176	4311	4451	4599	4745	5000	5199
6	S	3813	3937	4059	4105	4261	4393	4537	4687	4838	5089	5292
7	Q	3762	3883	4004	4048	4176	4324	4450	4611	4745	4990	5190
7	S	3838	3962	4086	4133	4261	4405	4535	4699	4838	5078	5281
8	Q	4029	4159	4290	4341	4502	4659	4840	5006	5166	5452	5669
8	S	4103	4236	4369	4425	4585	4746	4932	5096	5261	5546	5765
9	Q	4034	4163	4295	4348	4507	4670	4857	5025	5210	5493	5715
9	S	4111	4244	4377	4433	4594	4763	4945	5118	5304	5586	5809
10	Q	4190	4326	4461	4519	4688	4884	5070	5261	5454	5763	5996
10	S	4274	4412	4551	4610	4779	4974	5159	5354	5549	5854	6091
11	Q	4381	4522	4663	4729	4924	5113	5330	5533	5746	6077	6320
11	S	4460	4604	4748	4816	5011	5201	5424	5622	5843	6167	6415
12	Q	4560	4708	4856	4926	5132	5358	5578	5795	6011	6362	6613
12	S	4640	4792	4943	5014	5225	5450	5666	5892	6103	6452	6709
13	Q	4765	4919	5074	5152	5386	5626	5865	6104	6353	6720	6985
13	S	4850	5007	5165	5244	5479	5722	5962	6200	6445	6812	7085
14	Q	4842	4999	5155	5234	5478	5726	5963	6206	6452	6832	7103
14	S	4925	5085	5244	5326	5571	5819	6056	6299	6541	6924	7201
15	Q	4998	5160	5320	5404	5658	5913	6159	6419	6676	7057	7339
15	S	5079	5244	5410	5497	5752	6009	6254	6518	6767	7153	7440

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Effective July 1, 2022
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	Q	3221	3326	3428	3451	3545	3635	3720	3821	3902	4063	4231
1	S	3302	3410	3516	3539	3630	3722	3799	3902	3985	4152	4317
2	Q	3304	3411	3517	3541	3631	3719	3812	3907	4000	4167	4332
2	S	3381	3490	3598	3626	3718	3798	3896	3996	4082	4248	4420
3	Q	3386	3494	3604	3631	3720	3827	3923	4017	4121	4286	4455
3	S	3465	3576	3687	3718	3799	3910	4006	4101	4206	4373	4549
4	Q	3467	3577	3689	3720	3830	3928	4043	4149	4256	4441	4621
4	S	3538	3653	3767	3799	3916	4011	4124	4231	4342	4529	4709
5	Q	3685	3802	3922	3959	4081	4212	4341	4479	4613	4830	5023
5	S	3763	3884	4004	4045	4167	4300	4429	4565	4699	4923	5118
6	Q	3885	4010	4136	4181	4341	4481	4627	4781	4932	5198	5404
6	S	3964	4093	4219	4267	4429	4567	4716	4872	5029	5290	5501
7	Q	3911	4036	4162	4208	4341	4495	4626	4793	4932	5187	5395
7	S	3990	4118	4247	4296	4429	4579	4714	4885	5029	5279	5490
8	Q	4188	4323	4459	4512	4680	4843	5031	5204	5370	5667	5893
8	S	4265	4403	4542	4600	4766	4933	5127	5297	5469	5765	5993
9	Q	4193	4327	4465	4520	4685	4854	5049	5223	5416	5710	5941
9	S	4273	4412	4550	4608	4775	4951	5140	5320	5514	5807	6038
10	Q	4356	4497	4637	4698	4873	5077	5270	5469	5669	5991	6233
10	S	4443	4586	4731	4792	4968	5170	5363	5565	5768	6085	6332

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11	Q	4554	4701	4847	4916	5118	5315	5541	5752	5973	6317	6570
11	S	4636	4786	4936	5006	5209	5406	5638	5844	6074	6411	6668
12	Q	4740	4894	5048	5121	5335	5570	5798	6024	6248	6613	6874
12	S	4823	4981	5138	5212	5431	5665	5890	6125	6344	6707	6974
13	Q	4953	5113	5274	5356	5599	5848	6097	6345	6604	6985	7261
13	S	5042	5205	5369	5451	5695	5948	6197	6445	6700	7081	7365
14	Q	5033	5196	5359	5441	5694	5952	6199	6451	6707	7102	7384
14	S	5120	5286	5451	5536	5791	6049	6295	6548	6799	7197	7485
15	Q	5195	5364	5530	5617	5881	6147	6402	6673	6940	7336	7629
15	S	5280	5451	5624	5714	5979	6246	6501	6775	7034	7436	7734

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE I RC-009 (Institutional Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Activity Program Aide I	00151	RC-009	03
Activity Program Aide II	00152	RC-009	05
Apparel/Dry Goods Specialist I	01231	RC-009	05
Apparel/Dry Goods Specialist II	01232	RC-009	09
Apparel/Dry Goods Specialist III	01233	RC-009	23
Clinical Laboratory Associate	08200	RC-009	09
Clinical Laboratory Phlebotomist	08213	RC-009	06
Clinical Laboratory Technician I	08215	RC-009	16
Clinical Laboratory Technician II	08216	RC-009	22
Cook I	09601	RC-009	07
Cook II	09602	RC-009	14
Educator Aide	13130	RC-009	19
Facility Assistant Fire Chief	14430	RC-009	21
Facility Fire Safety Coordinator	14435	RC-009	21
Facility Firefighter	14439	RC-009	16
Florist II	15652	RC-009	19
Institutional Maintenance Worker	21465	RC-009	10

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Laboratory Assistant	22995	RC-009	02
Laboratory Associate I	22997	RC-009	16
Laboratory Associate II	22998	RC-009	22
Laundry Manager I	23191	RC-009	23
Licensed Practical Nurse I	23551	RC-009	16
Licensed Practical Nurse II	23552	RC-009	21
Locksmith	24300	RC-009	27
Mental Health Technician I	27011	RC-009	05
Mental Health Technician II	27012	RC-009	09
Mental Health Technician III	27013	RC-009	12
Mental Health Technician IV	27014	RC-009	14
Mental Health Technician V	27015	RC-009	17
Mental Health Technician VI	27016	RC-009	18
Mental Health Technician Trainee	27020	RC-009	01
Pest Control Operator	31810	RC-009	15
Physical Therapy Aide II	32192	RC-009	10
Physical Therapy Aide III	32193	RC-009	17
Rehabilitation Workshop Instructor I	38192	RC-009	12
Rehabilitation Workshop Instructor II	38193	RC-009	20
Residential Care Worker	38277	RC-009	20
Residential Care Worker Trainee	38279	RC-009	11
Security Therapy Aide I	39901	RC-009	24
Security Therapy Aide II	39902	RC-009	25
Security Therapy Aide III	39903	RC-009	26
Security Therapy Aide IV	33904	RC-009	27
Security Therapy Aide Trainee	39905	RC-009	13
Social Service Aide I	41281	RC-009	12
Social Service Aide II	41282	RC-009	17
Social Service Aide Trainee	41285	RC-009	02
Support Service Coordinator I	44221	RC-009	15
Support Service Coordinator II	44222	RC-009	22
Support Service Lead	44225	RC-009	07
Support Service Worker	44238	RC-009	04
Transportation Officer	45830	RC-009	25
Veterans Nursing Assistant – Certified	47750	RC-009	12

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

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Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years

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of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation.

Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2020
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	2721	2808	2897	2933	3001	3080	3153	3229	3306	3443	3580
1	Q	2825	2916	3008	3050	3117	3199	3279	3357	3435	3580	3725
2	B	2783	2871	2962	3001	3080	3164	3234	3323	3398	3542	3686
2	Q	2888	2981	3074	3117	3199	3285	3361	3455	3533	3683	3830
3	B	2802	2894	2983	3023	3117	3218	3317	3422	3533	3675	3823
3	Q	2908	3002	3097	3139	3239	3344	3449	3561	3670	3822	3976
4	B	2849	2942	3033	3075	3153	3232	3317	3403	3482	3630	3774
4	Q	2957	3054	3149	3194	3279	3360	3449	3538	3621	3775	3926
5	B	2868	2962	3055	3097	3192	3295	3398	3507	3618	3762	3917
5	Q	2982	3079	3176	3222	3319	3427	3533	3649	3761	3916	4073
6	B	2934	3029	3125	3169	3249	3337	3431	3517	3615	3769	3919
6	Q	3045	3141	3241	3289	3377	3470	3568	3660	3757	3919	4076
7	B	2994	3090	3187	3234	3333	3415	3516	3612	3707	3866	4020
7	Q	3109	3211	3311	3361	3463	3554	3659	3755	3858	4028	4189
8	B	3008	3106	3203	3249	3342	3441	3537	3632	3735	3904	4059
8	Q	3124	3225	3327	3377	3473	3578	3676	3778	3883	4065	4227

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9	B	3020	3118	3216	3263	3364	3472	3581	3699	3819	3985	4143
9	Q	3138	3240	3342	3393	3500	3610	3728	3847	3978	4149	4315
10	B	3083	3184	3283	3333	3431	3527	3631	3731	3839	4017	4178
10	Q	3202	3305	3411	3463	3568	3665	3777	3878	3996	4183	4350
11	B	3092	3192	3292	3342	3448	3548	3660	3759	3867	4050	4213
11	Q	3213	3318	3421	3473	3588	3689	3809	3911	4029	4218	4388
12	B	3109	3209	3311	3360	3467	3578	3691	3809	3936	4109	4274
12	Q	3231	3336	3441	3496	3604	3722	3842	3966	4103	4280	4452
13	B	3188	3291	3395	3448	3554	3667	3782	3902	4018	4209	4376
13	Q	3317	3423	3531	3588	3698	3816	3934	4063	4184	4383	4561
14	B	3196	3299	3403	3456	3564	3684	3797	3925	4059	4239	4408
14	Q	3321	3428	3536	3593	3708	3830	3952	4088	4227	4419	4597
15	B	3266	3371	3478	3533	3642	3761	3881	4012	4129	4330	4502
15	Q	3392	3502	3612	3670	3787	3915	4042	4181	4298	4513	4695
16	B	3288	3395	3502	3557	3688	3797	3923	4047	4171	4384	4562
16	Q	3419	3531	3641	3702	3837	3952	4087	4215	4347	4578	4761
17	B	3291	3398	3505	3561	3675	3797	3922	4056	4192	4403	4578
17	Q	3423	3534	3644	3705	3822	3952	4086	4225	4370	4597	4779
18	B	3322	3429	3537	3594	3709	3839	3965	4099	4237	4438	4614
18	Q	3456	3568	3680	3741	3861	3996	4129	4272	4417	4632	4816
19	B	3368	3477	3587	3645	3782	3904	4031	4164	4292	4520	4700
19	Q	3499	3613	3728	3790	3934	4065	4200	4337	4475	4715	4906
20	B	3394	3505	3615	3675	3809	3934	4072	4204	4341	4603	4788
20	Q	3530	3643	3759	3822	3966	4100	4239	4381	4528	4809	5000

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21	B	3490	3604	3716	3780	3909	4031	4169	4310	4459	4702	4892
21	Q	3629	3748	3866	3932	4072	4200	4343	4493	4654	4908	5106
22	B	3544	3659	3773	3839	3980	4109	4264	4403	4565	4810	5001
22	Q	3686	3808	3926	3996	4143	4280	4444	4597	4762	5022	5224
23	B	3626	3745	3863	3929	4075	4216	4377	4527	4675	4930	5127
23	Q	3774	3898	4021	4092	4244	4396	4565	4726	4880	5156	5357
24	B	3632	3752	3869	3936	4082	4228	4390	4549	4710	4963	5166
24	Q	3784	3909	4031	4103	4252	4410	4581	4748	4924	5192	5401
25	B	3944	4072	4200	4277	4448	4622	4821	5002	5199	5503	5722
25	Q	4109	4243	4377	4460	4645	4827	5038	5231	5436	5752	5982
26	B	4101	4234	4367	4450	4648	4841	5046	5246	5445	5765	5991
26	Q	4280	4419	4559	4647	4849	5057	5272	5486	5688	6025	6267
27	B	4297	4436	4577	4666	4866	5075	5287	5497	5701	6028	6269
27	Q	4488	4635	4780	4875	5084	5307	5525	5740	5959	6294	6546

**Effective July 1, 2021
Bargaining Unit: RC-009**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	2853	2944	3036	3049	3120	3202	3278	3357	3437	3579	3721
1	Q	2962	3056	3152	3170	3240	3325	3409	3490	3571	3721	3872
2	B	2918	3009	3104	3120	3202	3289	3362	3454	3532	3682	3832
2	Q	3027	3124	3220	3240	3325	3415	3494	3591	3673	3828	3981
3	B	2938	3033	3126	3142	3240	3345	3448	3557	3673	3820	3974
3	Q	3048	3146	3244	3263	3367	3476	3585	3702	3815	3973	4133

SUBTITLE B

4	B	2987	3083	3178	3196	3278	3360	3448	3537	3620	3773	3923
4	Q	3099	3200	3298	3320	3409	3493	3585	3678	3764	3924	4081
5	B	3006	3104	3201	3219	3318	3425	3532	3646	3761	3911	4072
5	Q	3125	3226	3326	3349	3450	3562	3673	3793	3910	4071	4234
6	B	3075	3174	3273	3294	3377	3469	3567	3656	3758	3918	4074
6	Q	3190	3290	3394	3419	3510	3607	3709	3805	3905	4074	4237
7	B	3137	3237	3338	3362	3465	3550	3655	3755	3853	4019	4179
7	Q	3257	3363	3467	3494	3600	3694	3804	3903	4010	4187	4354
8	B	3152	3254	3355	3377	3474	3577	3677	3775	3883	4058	4219
8	Q	3272	3377	3483	3510	3610	3719	3821	3927	4036	4226	4394
9	B	3164	3266	3368	3392	3497	3609	3722	3845	3970	4142	4307
9	Q	3287	3393	3499	3527	3638	3753	3875	3999	4135	4313	4485
10	B	3230	3335	3438	3465	3567	3666	3774	3878	3991	4176	4343
10	Q	3353	3461	3571	3600	3709	3810	3926	4031	4154	4348	4522
11	B	3239	3343	3447	3474	3584	3688	3805	3907	4020	4210	4379
11	Q	3365	3474	3581	3610	3730	3835	3959	4065	4188	4385	4561
12	B	3257	3361	3467	3493	3604	3719	3837	3959	4091	4271	4443
12	Q	3384	3493	3602	3634	3746	3869	3994	4123	4265	4449	4628
13	B	3339	3446	3554	3584	3694	3812	3931	4056	4177	4375	4549
13	Q	3473	3583	3695	3730	3844	3967	4089	4223	4349	4556	4741
14	B	3347	3454	3562	3593	3705	3830	3947	4080	4219	4406	4582
14	Q	3477	3588	3701	3735	3854	3981	4108	4249	4394	4594	4779
15	B	3420	3529	3640	3673	3786	3910	4034	4170	4292	4501	4680
15	Q	3551	3665	3780	3815	3937	4070	4202	4346	4468	4691	4880

SUBTITLE B

16	B	3443	3554	3665	3698	3834	3947	4078	4207	4336	4557	4742
16	Q	3579	3695	3810	3848	3989	4108	4248	4381	4519	4759	4949
17	B	3446	3557	3668	3702	3820	3947	4077	4216	4358	4577	4759
17	Q	3583	3699	3813	3851	3973	4108	4247	4392	4543	4779	4968
18	B	3478	3589	3702	3736	3856	3991	4122	4261	4404	4613	4796
18	Q	3618	3734	3850	3889	4014	4154	4292	4441	4591	4815	5006
19	B	3526	3639	3754	3789	3931	4058	4190	4328	4462	4699	4886
19	Q	3662	3781	3900	3940	4089	4226	4366	4508	4652	4901	5100
20	B	3553	3668	3783	3820	3959	4089	4233	4370	4512	4785	4977
20	Q	3694	3812	3932	3973	4123	4262	4406	4554	4707	4999	5198
21	B	3653	3771	3888	3929	4063	4190	4334	4480	4635	4888	5085
21	Q	3797	3921	4044	4087	4233	4366	4515	4670	4838	5102	5308
22	B	3709	3829	3947	3991	4137	4271	4432	4577	4745	5000	5199
22	Q	3857	3983	4106	4154	4307	4449	4620	4779	4950	5220	5430
23	B	3794	3918	4041	4084	4236	4383	4550	4706	4860	5125	5330
23	Q	3948	4077	4205	4254	4412	4570	4745	4913	5073	5360	5569
24	B	3800	3925	4047	4091	4243	4395	4563	4729	4896	5159	5370
24	Q	3958	4088	4215	4265	4420	4584	4762	4936	5118	5397	5614
25	B	4125	4258	4391	4446	4624	4805	5011	5200	5404	5720	5948
25	Q	4296	4436	4575	4636	4828	5018	5237	5438	5651	5979	6218
26	B	4288	4426	4564	4626	4832	5032	5245	5453	5660	5993	6228
26	Q	4474	4619	4764	4831	5041	5257	5480	5703	5913	6263	6515
27	B	4492	4636	4783	4850	5058	5275	5496	5714	5926	6266	6517
27	Q	4690	4843	4994	5068	5285	5517	5743	5967	6194	6543	6805

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Effective July 1, 2022
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	2966	3060	3156	3169	3243	3328	3407	3490	3573	3720	3868
1	Q	3079	3177	3277	3295	3368	3456	3544	3628	3712	3868	4025
2	B	3033	3128	3227	3243	3328	3419	3495	3590	3672	3827	3983
2	Q	3147	3247	3347	3368	3456	3550	3632	3733	3818	3979	4138
3	B	3054	3153	3249	3266	3368	3477	3584	3698	3818	3971	4131
3	Q	3168	3270	3372	3392	3500	3613	3727	3848	3966	4130	4296
4	B	3105	3205	3304	3322	3407	3493	3584	3677	3763	3922	4078
4	Q	3221	3326	3428	3451	3544	3631	3727	3823	3913	4079	4242
5	B	3125	3227	3327	3346	3449	3560	3672	3790	3910	4065	4233
5	Q	3248	3353	3457	3481	3586	3703	3818	3943	4064	4232	4401
6	B	3196	3299	3402	3424	3510	3606	3708	3800	3906	4073	4235
6	Q	3316	3420	3528	3554	3649	3749	3856	3955	4059	4235	4404
7	B	3261	3365	3470	3495	3602	3690	3799	3903	4005	4178	4344
7	Q	3386	3496	3604	3632	3742	3840	3954	4057	4168	4352	4526
8	B	3277	3383	3488	3510	3611	3718	3822	3924	4036	4218	4386
8	Q	3401	3510	3621	3649	3753	3866	3972	4082	4195	4393	4568
9	B	3289	3395	3501	3526	3635	3752	3869	3997	4127	4306	4477
9	Q	3417	3527	3637	3666	3782	3901	4028	4157	4298	4483	4662
10	B	3358	3467	3574	3602	3708	3811	3923	4031	4149	4341	4515
10	Q	3485	3598	3712	3742	3856	3960	4081	4190	4318	4520	4701

SUBTITLE B

11	B	3367	3475	3583	3611	3726	3834	3955	4061	4179	4376	4552
11	Q	3498	3611	3722	3753	3877	3986	4115	4226	4353	4558	4741
12	B	3386	3494	3604	3631	3746	3866	3989	4115	4253	4440	4618
12	Q	3518	3631	3744	3778	3894	4022	4152	4286	4433	4625	4811
13	B	3471	3582	3694	3726	3840	3963	4086	4216	4342	4548	4729
13	Q	3610	3725	3841	3877	3996	4124	4251	4390	4521	4736	4928
14	B	3479	3590	3703	3735	3851	3981	4103	4241	4386	4580	4763
14	Q	3614	3730	3847	3883	4006	4138	4270	4417	4568	4775	4968
15	B	3555	3668	3784	3818	3936	4064	4193	4335	4462	4679	4865
15	Q	3691	3810	3929	3966	4093	4231	4368	4518	4644	4876	5073
16	B	3579	3694	3810	3844	3985	4103	4239	4373	4507	4737	4929
16	Q	3720	3841	3960	4000	4147	4270	4416	4554	4698	4947	5144
17	B	3582	3698	3813	3848	3971	4103	4238	4383	4530	4758	4947
17	Q	3725	3845	3964	4003	4130	4270	4415	4565	4722	4968	5164
18	B	3615	3731	3848	3884	4008	4149	4285	4429	4578	4795	4985
18	Q	3761	3881	4002	4043	4173	4318	4462	4616	4772	5005	5204
19	B	3665	3783	3902	3939	4086	4218	4356	4499	4638	4885	5079
19	Q	3807	3930	4054	4096	4251	4393	4538	4686	4836	5095	5301
20	B	3693	3813	3932	3971	4115	4251	4400	4543	4690	4974	5174
20	Q	3840	3963	4087	4130	4286	4430	4580	4734	4893	5196	5403
21	B	3797	3920	4042	4084	4223	4356	4505	4657	4818	5081	5286
21	Q	3947	4076	4204	4248	4400	4538	4693	4854	5029	5304	5518
22	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
22	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644

SUBTITLE B

23	B	3944	4073	4201	4245	4403	4556	4730	4892	5052	5327	5541
23	Q	4104	4238	4371	4422	4586	4751	4932	5107	5273	5572	5789
24	B	3950	4080	4207	4253	4411	4569	4743	4916	5089	5363	5582
24	Q	4114	4249	4381	4433	4595	4765	4950	5131	5320	5610	5836
25	B	4288	4426	4564	4622	4807	4995	5209	5405	5617	5946	6183
25	Q	4466	4611	4756	4819	5019	5216	5444	5653	5874	6215	6464
26	B	4457	4601	4744	4809	5023	5231	5452	5668	5884	6230	6474
26	Q	4651	4801	4952	5022	5240	5465	5696	5928	6147	6510	6772
27	B	4669	4819	4972	5042	5258	5483	5713	5940	6160	6514	6774
27	Q	4875	5034	5191	5268	5494	5735	5970	6203	6439	6801	7074

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE J RC-014 (Clerical Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Account Clerk I	00111	RC-014	05
Account Clerk II	00112	RC-014	07
Account Technician I	00115	RC-014	10
Account Technician II	00116	RC-014	12
Administrative Services Worker Trainee	00600	RC-014	02
Aircraft Dispatcher	00951	RC-014	12
Aircraft Lead Dispatcher	00952	RC-014	14
Audio Visual Technician I	03501	RC-014	06
Audio Visual Technician II	03502	RC-014	09
Buyer Assistant	05905	RC-014	10
Check Issuance Machine Operator	06920	RC-014	09
Check Issuance Machine Supervisor	06925	RC-014	11
Clerical Trainee	08050	RC-014	TR
Communications Dispatcher	08815	RC-014	09
Communications Equipment Technician I	08831	RC-014	17
Communications Equipment Technician II	08832	RC-014	19
Communications Equipment Technician III	08833	RC-014	20
Court Reporter	09900	RC-014	15

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Data Processing Assistant	11420	RC-014	06
Data Processing Operator	11425	RC-014	04
Data Processing Operator Trainee	11428	RC-014	02
Drafting Worker	12749	RC-014	11
Electronic Equipment Installer/Repairer	13340	RC-014	10
Electronic Equipment Installer/Repairer Lead Worker	13345	RC-014	12
Electronics Technician	13360	RC-014	15
Emergency Response Lead Telecommunicator	13540	RC-014	13
Emergency Response Telecommunicator	13543	RC-014	11
Engineering Technician II	13732	RC-014	13
Engineering Technician III	13733	RC-014	16
Executive Secretary I	14031	RC-014	11
Executive Secretary II	14032	RC-014	14
Executive Secretary III	14033	RC-014	16
Graphic Arts Designer	17366	RC-014	14
Graphic Arts Designer Advanced	17370	RC-014	16
Graphic Arts Designer Supervisor	17365	RC-014	18
Graphic Arts Technician	17400	RC-014	12
Human Resources Assistant	19690	RC-014	08
Human Resources Associate	19691	RC-014	11
Human Resources Trainee (Department of Revenue)	19694	RC-014	07
Industrial Commission Reporter	21080	RC-014	16
Industrial Commission Technician	21095	RC-014	11
Insurance Analyst I	21561	RC-014	09
Insurance Analyst II	21562	RC-014	12
Insurance Analyst Trainee	21566	RC-014	07
Intermittent Clerk	21686	RC-014	02H
Library Aide I	23421	RC-014	03
Library Technical Assistant	23450	RC-014	10
Lottery Telemarketing Representative	24520	RC-014	09
Microfilm Laboratory Technician I	27175	RC-014	07
Microfilm Laboratory Technician II	27176	RC-014	09
Microfilm Operator I	27181	RC-014	04
Microfilm Operator II	27182	RC-014	06
Microfilm Operator III	27183	RC-014	08
Office Administrator I	29991	RC-014	07
Office Administrator II	29992	RC-014	09
Office Administrator III	29993	RC-014	11
Office Aide	30005	RC-014	02
Office Assistant	30010	RC-014	06

SUBTITLE B

Office Associate	30015	RC-014	08
Office Clerk	30020	RC-014	04
Office Coordinator	30025	RC-014	09
Photographer	32080	RC-014	14
Photographic Technician I	32091	RC-014	11
Photographic Technician II	32092	RC-014	14
Photographic Technician III	32093	RC-014	15
Procurement Representative	34540	RC-014	09
Property and Supply Clerk I	34791	RC-014	03.5
Property and Supply Clerk II	34792	RC-014	05.5
Property and Supply Clerk III	34793	RC-014	08
Rehabilitation Case Coordinator I	38141	RC-014	08
Rehabilitation Case Coordinator II	38142	RC-014	10
Reproduction Service Supervisor I	38201	RC-014	13
Reproduction Service Technician I	38203	RC-014	05
Reproduction Service Technician II	38204	RC-014	09
Reproduction Service Technician III	38205	RC-014	11
Safety Responsibility Analyst	38910	RC-014	12
Safety Responsibility Analyst Supervisor	38915	RC-014	14
Storekeeper I	43051	RC-014	10.5
Storekeeper II	43052	RC-014	12.5
Storekeeper III	43053	RC-014	14
Stores Clerk	43060	RC-014	04.5
Switchboard Operator I	44411	RC-014	05
Switchboard Operator II	44412	RC-014	07
Switchboard Operator III	44413	RC-014	09
Telecommunications Supervisor	45305	RC-014	20
Telecommunicator	45321	RC-014	12
Telecommunicator – Command Center	45316	RC-014	13
Telecommunicator Call Taker	45322	RC-014	14
Telecommunicator Lead Call Taker	45323	RC-014	16
Telecommunicator Lead Specialist	45327	RC-014	17
Telecommunicator Lead Worker	45324	RC-014	14
Telecommunicator Lead Worker – Command Center	45318	RC-014	15
Telecommunicator Specialist	45326	RC-014	15
Telecommunicator Trainee	45325	RC-014	10
Vehicle Permit Evaluator	47585	RC-014	11
Veterans Service Officer Associate	47804	RC-014	13

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NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum

SUBTITLE B

Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation.

Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2020
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
2	B	2661	2748	2836	2870	2933	3001	3079	3148	3223	3342	3473
2	Q	2760	2850	2940	2977	3050	3117	3198	3276	3350	3473	3613
2	S	2837	2928	3020	3061	3124	3192	3278	3354	3427	3552	3694
02H	B	16.38	16.91	17.45	17.66	18.05	18.47	18.95	19.37	19.83	20.57	21.37
02H	Q	16.98	17.54	18.09	18.32	18.77	19.18	19.68	20.16	20.62	21.37	22.23
02H	S	17.46	18.02	18.58	18.84	19.22	19.64	20.17	20.64	21.09	21.86	22.73
3	B	2721	2808	2897	2933	3001	3080	3153	3229	3306	3443	3580
3	Q	2825	2916	3008	3050	3117	3199	3279	3357	3435	3580	3725
3	S	2895	2988	3081	3124	3192	3279	3358	3433	3511	3657	3802
3.5	B	2783	2871	2962	3001	3075	3153	3231	3306	3390	3533	3672
3.5	Q	2888	2981	3074	3117	3194	3279	3359	3435	3521	3670	3819
3.5	S	2956	3052	3147	3192	3276	3358	3438	3511	3599	3751	3901
4	B	2783	2871	2962	3001	3080	3164	3234	3323	3398	3542	3686
4	Q	2888	2981	3074	3117	3199	3285	3361	3455	3533	3683	3830
4	S	2956	3052	3147	3192	3279	3362	3442	3535	3609	3759	3912

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4.5	B	2849	2942	3033	3075	3153	3232	3317	3403	3482	3630	3774
4.5	Q	2957	3054	3149	3194	3279	3360	3449	3538	3621	3775	3926
4.5	S	3032	3131	3229	3276	3358	3441	3523	3613	3701	3856	4008
5	B	2854	2947	3039	3080	3169	3247	3333	3413	3499	3643	3788
5	Q	2962	3058	3154	3199	3289	3376	3463	3548	3638	3788	3938
5	S	3035	3133	3232	3279	3364	3455	3543	3630	3715	3866	4020
5.5	B	2920	3014	3109	3153	3234	3329	3412	3499	3590	3737	3883
5.5	Q	3035	3133	3232	3279	3361	3460	3547	3638	3737	3885	4039
5.5	S	3107	3207	3309	3358	3442	3540	3629	3715	3812	3965	4122
6	B	2934	3029	3125	3169	3249	3337	3431	3517	3615	3769	3919
6	Q	3045	3141	3241	3289	3377	3470	3568	3660	3757	3919	4076
6	S	3113	3214	3315	3364	3456	3545	3648	3740	3839	4000	4162
7	B	3008	3106	3203	3249	3342	3441	3537	3632	3735	3904	4059
7	Q	3124	3225	3327	3377	3473	3578	3676	3778	3883	4065	4227
7	S	3196	3299	3403	3456	3552	3653	3754	3858	3959	4145	4310
8	B	3092	3192	3292	3342	3448	3548	3660	3759	3867	4050	4213
8	Q	3213	3318	3421	3473	3588	3689	3809	3911	4029	4218	4388
8	S	3283	3390	3496	3552	3661	3769	3889	3995	4109	4298	4471
9	B	3188	3291	3395	3448	3554	3667	3782	3902	4018	4209	4376
9	Q	3317	3423	3531	3588	3698	3816	3934	4063	4184	4383	4561
9	S	3383	3492	3603	3661	3774	3895	4015	4144	4266	4468	4647
10	B	3288	3395	3502	3557	3688	3797	3923	4047	4171	4384	4562
10	Q	3419	3531	3641	3702	3837	3952	4087	4215	4347	4578	4761
10	S	3489	3603	3715	3778	3913	4032	4166	4294	4435	4664	4849
10.5	B	3385	3494	3605	3663	3782	3911	4030	4170	4292	4512	4694
10.5	Q	3522	3636	3751	3813	3934	4073	4199	4345	4475	4706	4897
10.5	S	3593	3709	3826	3892	4015	4155	4278	4434	4563	4797	4991

SUBTITLE B

11	B	3409	3520	3629	3689	3814	3938	4081	4215	4346	4576	4759
11	Q	3544	3659	3773	3839	3976	4104	4251	4394	4532	4777	4967
11	S	3612	3730	3847	3915	4052	4183	4333	4476	4618	4862	5056
12	B	3544	3659	3773	3839	3980	4109	4264	4403	4565	4810	5001
12	Q	3686	3808	3926	3996	4143	4280	4444	4597	4762	5022	5224
12	S	3758	3879	4003	4074	4222	4361	4530	4684	4851	5112	5318
12.5	B	3626	3745	3863	3929	4075	4216	4377	4527	4675	4930	5127
12.5	Q	3774	3898	4021	4092	4244	4396	4565	4726	4880	5156	5357
12.5	S	3847	3972	4098	4171	4328	4478	4654	4815	4967	5244	5452
13	B	3676	3795	3914	3983	4129	4286	4445	4608	4781	5048	5247
13	Q	3825	3950	4075	4147	4298	4469	4644	4814	4991	5274	5486
13	S	3897	4024	4151	4226	4382	4556	4733	4899	5080	5366	5581
14	B	3830	3955	4079	4153	4310	4478	4675	4845	5028	5323	5536
14	Q	3992	4121	4251	4330	4493	4679	4880	5063	5257	5562	5783
14	S	4063	4196	4327	4410	4582	4761	4967	5154	5346	5651	5874
15	B	3980	4110	4240	4319	4509	4695	4877	5075	5266	5584	5804
15	Q	4152	4287	4422	4506	4703	4899	5097	5307	5503	5830	6067
15	S	4226	4365	4502	4588	4791	4985	5186	5397	5592	5923	6159
16	B	4164	4299	4435	4520	4721	4930	5134	5349	5563	5891	6128
16	Q	4342	4485	4627	4715	4930	5156	5370	5591	5814	6160	6409
16	S	4426	4570	4712	4807	5019	5244	5460	5679	5905	6245	6495
17	B	4361	4502	4644	4736	4954	5181	5401	5620	5848	6196	6444
17	Q	4546	4695	4844	4941	5177	5415	5642	5871	6112	6475	6737
17	S	4629	4779	4930	5029	5269	5507	5735	5962	6200	6569	6830
18	B	4587	4737	4885	4984	5224	5465	5717	5948	6188	6556	6820
18	Q	4788	4944	5100	5206	5462	5716	5975	6219	6467	6855	7128
18	S	4866	5025	5184	5292	5549	5804	6066	6309	6560	6940	7221

SUBTITLE B

19	B	4831	4988	5145	5251	5519	5780	6046	6304	6566	6966	7244
19	Q	5047	5212	5375	5489	5771	6036	6325	6587	6864	7278	7570
19	S	5130	5296	5465	5583	5862	6130	6414	6679	6955	7368	7662
20	B	5100	5267	5433	5548	5829	6098	6391	6669	6945	7367	7661
20	Q	5328	5501	5675	5799	6090	6378	6681	6968	7257	7701	8010
20	S	5411	5589	5765	5890	6181	6467	6769	7057	7347	7787	8099

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**Effective July 1, 2021
Bargaining Unit: RC-014**

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
2	B	2791	2882	2973	2983	3049	3120	3201	3272	3350	3474	3610
2	Q	2894	2988	3081	3095	3170	3240	3324	3405	3482	3610	3756
2	S	2974	3069	3164	3182	3247	3318	3407	3486	3562	3692	3840
02H	B	17.18	17.74	18.30	18.36	18.76	19.20	19.70	20.14	20.62	21.38	22.22
02H	Q	17.81	18.39	18.96	19.05	19.51	19.94	20.46	20.95	21.43	22.22	23.11
02H	S	18.30	18.89	19.47	19.58	19.98	20.42	20.97	21.45	21.92	22.72	23.63
3	B	2853	2944	3036	3049	3120	3202	3278	3357	3437	3579	3721
3	Q	2962	3056	3152	3170	3240	3325	3409	3490	3571	3721	3872
3	S	3034	3131	3228	3247	3318	3409	3491	3569	3650	3801	3952
3.5	B	2918	3009	3104	3120	3196	3278	3359	3437	3524	3673	3817
3.5	Q	3027	3124	3220	3240	3320	3409	3492	3571	3660	3815	3970
3.5	S	3098	3198	3296	3318	3405	3491	3574	3650	3741	3899	4055
4	B	2918	3009	3104	3120	3202	3289	3362	3454	3532	3682	3832
4	Q	3027	3124	3220	3240	3325	3415	3494	3591	3673	3828	3981
4	S	3098	3198	3296	3318	3409	3495	3578	3675	3752	3907	4067

SUBTITLE B

4.5	B	2987	3083	3178	3196	3278	3360	3448	3537	3620	3773	3923
4.5	Q	3099	3200	3298	3320	3409	3493	3585	3678	3764	3924	4081
4.5	S	3177	3280	3382	3405	3491	3577	3662	3756	3847	4008	4166
5	B	2992	3088	3184	3202	3294	3375	3465	3548	3637	3787	3938
5	Q	3104	3204	3304	3325	3419	3509	3600	3688	3782	3938	4094
5	S	3180	3282	3385	3409	3497	3591	3683	3773	3862	4019	4179
5.5	B	3060	3158	3257	3278	3362	3460	3547	3637	3732	3885	4036
5.5	Q	3180	3282	3385	3409	3494	3597	3687	3782	3885	4038	4199
5.5	S	3255	3359	3465	3491	3578	3680	3772	3862	3963	4122	4285
6	B	3075	3174	3273	3294	3377	3469	3567	3656	3758	3918	4074
6	Q	3190	3290	3394	3419	3510	3607	3709	3805	3905	4074	4237
6	S	3261	3366	3471	3497	3593	3685	3792	3888	3991	4158	4326
7	B	3152	3254	3355	3377	3474	3577	3677	3775	3883	4058	4219
7	Q	3272	3377	3483	3510	3610	3719	3821	3927	4036	4226	4394
7	S	3347	3454	3562	3593	3692	3797	3902	4010	4115	4309	4480
8	B	3239	3343	3447	3474	3584	3688	3805	3907	4020	4210	4379
8	Q	3365	3474	3581	3610	3730	3835	3959	4065	4188	4385	4561
8	S	3438	3549	3659	3692	3806	3918	4043	4153	4271	4468	4648
9	B	3339	3446	3554	3584	3694	3812	3931	4056	4177	4375	4549
9	Q	3473	3583	3695	3730	3844	3967	4089	4223	4349	4556	4741
9	S	3542	3655	3770	3806	3923	4049	4174	4308	4435	4644	4831
10	B	3443	3554	3665	3698	3834	3947	4078	4207	4336	4557	4742
10	Q	3579	3695	3810	3848	3989	4108	4248	4381	4519	4759	4949
10	S	3652	3770	3887	3927	4068	4191	4331	4464	4610	4848	5041
10.5	B	3544	3657	3772	3808	3931	4065	4189	4335	4462	4690	4879
10.5	Q	3686	3805	3924	3964	4089	4234	4365	4517	4652	4892	5090
10.5	S	3760	3881	4002	4046	4174	4319	4447	4609	4743	4986	5188

SUBTITLE B

11	B	3569	3684	3797	3835	3965	4094	4242	4381	4518	4757	4947
11	Q	3709	3829	3947	3991	4133	4266	4419	4568	4711	4966	5163
11	S	3780	3902	4024	4070	4212	4348	4504	4653	4800	5054	5256
12	B	3709	3829	3947	3991	4137	4271	4432	4577	4745	5000	5199
12	Q	3857	3983	4106	4154	4307	4449	4620	4779	4950	5220	5430
12	S	3931	4057	4186	4235	4389	4533	4709	4869	5043	5314	5528
12.5	B	3794	3918	4041	4084	4236	4383	4550	4706	4860	5125	5330
12.5	Q	3948	4077	4205	4254	4412	4570	4745	4913	5073	5360	5569
12.5	S	4024	4154	4285	4336	4499	4655	4838	5005	5163	5451	5667
13	B	3846	3970	4094	4140	4292	4455	4621	4790	4970	5247	5454
13	Q	4001	4131	4261	4311	4468	4646	4827	5004	5188	5482	5703
13	S	4076	4208	4340	4393	4555	4736	4920	5093	5281	5578	5801
14	B	4006	4136	4265	4317	4480	4655	4860	5036	5227	5533	5755
14	Q	4175	4309	4444	4501	4670	4864	5073	5263	5465	5782	6011
14	S	4248	4387	4523	4584	4763	4949	5163	5358	5557	5874	6106
15	B	4162	4297	4432	4490	4687	4880	5070	5275	5474	5805	6033
15	Q	4341	4481	4622	4684	4889	5093	5298	5517	5720	6060	6307
15	S	4418	4562	4705	4769	4980	5182	5391	5610	5813	6157	6402
16	B	4353	4494	4635	4699	4907	5125	5337	5560	5783	6124	6370
16	Q	4539	4687	4835	4901	5125	5360	5582	5812	6044	6403	6662
16	S	4626	4776	4923	4997	5217	5451	5676	5903	6138	6492	6752
17	B	4558	4705	4852	4923	5150	5386	5614	5842	6079	6441	6699
17	Q	4751	4905	5060	5136	5381	5629	5865	6103	6353	6731	7003
17	S	4837	4993	5150	5228	5477	5725	5962	6197	6445	6828	7100
18	B	4793	4949	5103	5181	5430	5681	5943	6183	6432	6815	7089
18	Q	5002	5164	5326	5412	5678	5942	6211	6465	6722	7126	7410
18	S	5083	5248	5414	5501	5768	6033	6306	6558	6819	7214	7506

SUBTITLE B

19	B	5047	5210	5373	5458	5737	6008	6285	6553	6825	7241	7530
19	Q	5271	5443	5612	5706	5999	6274	6575	6847	7135	7565	7869
19	S	5358	5530	5706	5804	6094	6372	6667	6943	7230	7659	7965
20	B	5326	5500	5673	5767	6059	6339	6643	6932	7219	7658	7964
20	Q	5563	5743	5924	6028	6331	6630	6945	7243	7544	8005	8326
20	S	5650	5835	6018	6123	6425	6722	7036	7336	7637	8095	8419

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Effective July 1, 2022
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
2	B	2901	2996	3090	3101	3169	3243	3327	3401	3482	3611	3753
2	Q	3008	3106	3203	3217	3295	3368	3455	3539	3620	3753	3904
2	S	3091	3190	3289	3308	3375	3449	3542	3624	3703	3838	3992
02H	B	17.85	18.44	19.02	19.08	19.50	19.96	20.47	20.93	21.43	22.22	23.10
02H	Q	18.51	19.11	19.71	19.80	20.28	20.73	21.26	21.78	22.28	23.10	24.02
02H	S	19.02	19.63	20.24	20.36	20.77	21.22	21.80	22.30	22.79	23.62	24.57
3	B	2966	3060	3156	3169	3243	3328	3407	3490	3573	3720	3868
3	Q	3079	3177	3277	3295	3368	3456	3544	3628	3712	3868	4025
3	S	3154	3255	3356	3375	3449	3544	3629	3710	3794	3951	4108
3.5	B	3033	3128	3227	3243	3322	3407	3492	3573	3663	3818	3968
3.5	Q	3147	3247	3347	3368	3451	3544	3630	3712	3805	3966	4127
3.5	S	3220	3324	3426	3449	3539	3629	3715	3794	3889	4053	4215
4	B	3033	3128	3227	3243	3328	3419	3495	3590	3672	3827	3983
4	Q	3147	3247	3347	3368	3456	3550	3632	3733	3818	3979	4138
4	S	3220	3324	3426	3449	3544	3633	3719	3820	3900	4061	4228

SUBTITLE B

4.5	B	3105	3205	3304	3322	3407	3493	3584	3677	3763	3922	4078
4.5	Q	3221	3326	3428	3451	3544	3631	3727	3823	3913	4079	4242
4.5	S	3302	3410	3516	3539	3629	3718	3807	3904	3999	4166	4331
5	B	3110	3210	3310	3328	3424	3508	3602	3688	3781	3937	4094
5	Q	3227	3331	3435	3456	3554	3648	3742	3834	3931	4094	4256
5	S	3306	3412	3519	3544	3635	3733	3828	3922	4015	4178	4344
5.5	B	3181	3283	3386	3407	3495	3597	3687	3781	3879	4038	4195
5.5	Q	3306	3412	3519	3544	3632	3739	3833	3931	4038	4198	4365
5.5	S	3384	3492	3602	3629	3719	3825	3921	4015	4120	4285	4454
6	B	3196	3299	3402	3424	3510	3606	3708	3800	3906	4073	4235
6	Q	3316	3420	3528	3554	3649	3749	3856	3955	4059	4235	4404
6	S	3390	3499	3608	3635	3735	3831	3942	4042	4149	4322	4497
7	B	3277	3383	3488	3510	3611	3718	3822	3924	4036	4218	4386
7	Q	3401	3510	3621	3649	3753	3866	3972	4082	4195	4393	4568
7	S	3479	3590	3703	3735	3838	3947	4056	4168	4278	4479	4657
8	B	3367	3475	3583	3611	3726	3834	3955	4061	4179	4376	4552
8	Q	3498	3611	3722	3753	3877	3986	4115	4226	4353	4558	4741
8	S	3574	3689	3804	3838	3956	4073	4203	4317	4440	4644	4832
9	B	3471	3582	3694	3726	3840	3963	4086	4216	4342	4548	4729
9	Q	3610	3725	3841	3877	3996	4124	4251	4390	4521	4736	4928
9	S	3682	3799	3919	3956	4078	4209	4339	4478	4610	4827	5022
10	B	3579	3694	3810	3844	3985	4103	4239	4373	4507	4737	4929
10	Q	3720	3841	3960	4000	4147	4270	4416	4554	4698	4947	5144
10	S	3796	3919	4041	4082	4229	4357	4502	4640	4792	5039	5240
10.5	B	3684	3801	3921	3958	4086	4226	4354	4506	4638	4875	5072
10.5	Q	3832	3955	4079	4121	4251	4401	4537	4695	4836	5085	5291
10.5	S	3909	4034	4160	4206	4339	4490	4623	4791	4930	5183	5393

SUBTITLE B

11	B	3710	3830	3947	3986	4122	4256	4410	4554	4696	4945	5142
11	Q	3856	3980	4103	4149	4296	4435	4594	4748	4897	5162	5367
11	S	3929	4056	4183	4231	4378	4520	4682	4837	4990	5254	5464
12	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
12	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
12	S	4086	4217	4351	4402	4562	4712	4895	5061	5242	5524	5746
12.5	B	3944	4073	4201	4245	4403	4556	4730	4892	5052	5327	5541
12.5	Q	4104	4238	4371	4422	4586	4751	4932	5107	5273	5572	5789
12.5	S	4183	4318	4454	4507	4677	4839	5029	5203	5367	5666	5891
13	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
13	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
13	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
14	B	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982
14	Q	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	S	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
15	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
15	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
15	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
16	B	4525	4672	4818	4885	5101	5327	5548	5780	6011	6366	6622
16	Q	4718	4872	5026	5095	5327	5572	5802	6042	6283	6656	6925
16	S	4809	4965	5117	5194	5423	5666	5900	6136	6380	6748	7019
17	B	4738	4891	5044	5117	5353	5599	5836	6073	6319	6695	6964
17	Q	4939	5099	5260	5339	5594	5851	6097	6344	6604	6997	7280
17	S	5028	5190	5353	5435	5693	5951	6197	6442	6700	7098	7380
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
18	S	5284	5455	5628	5718	5996	6271	6555	6817	7088	7499	7802

SUBTITLE B

19	B	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	Q	5479	5658	5834	5931	6236	6522	6835	7117	7417	7864	8180
19	S	5570	5748	5931	6033	6335	6624	6930	7217	7516	7962	8280
20	B	5536	5717	5897	5995	6298	6589	6905	7206	7504	7960	8279
20	Q	5783	5970	6158	6266	6581	6892	7219	7529	7842	8321	8655
20	S	5873	6065	6256	6365	6679	6988	7314	7626	7939	8415	8752

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(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE K RC-023 (Registered Nurses, INA)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Child Welfare Nurse Specialist	07197	RC-023	22
Corrections Nurse I	09825	RC-023	19
Corrections Nurse II	09826	RC-023	23
Corrections Nurse Trainee	09836	RC-023	17
Health Facilities Surveillance Nurse	18150	RC-023	22
Nursing Act Assistant Coordinator	29731	RC-023	24
Registered Nurse I (See Note)	38131	RC-023	18
Registered Nurse II (See Note)	38132	RC-023	22
Registered Nurse – Advanced Practice (See Note)	38135	RC-023	26

NOTES: General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Stipend – All bargaining unit employees on active payroll on September 16, 2019 shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

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Longevity Pay – Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who have three or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$75 per month for those employees who have six or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased by \$75 per month for those employees who have three or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased by \$100 per month for those employees who have six or more years of creditable service on Step 8 in the same pay grade.

Pension Formula – Effective January 1, 2011, employees newly hired into positions allocated to the Registered Nurse I, Registered Nurse II or Registered Nurse – Advanced Practice titles and outside of the Departments of Corrections and Juvenile Justice receive Pay Plan Code B rates. Employees newly hired are employees hired on or after January 1, 2011 who have never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

Effective July 1, 2020
Bargaining Unit: RC-023

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
17	Q	4784	5014	5242	5476	5825	6029	6240	6492
17	S	4836	5065	5294	5528	5877	6081	6292	6544
18	B	4881	5115	5348	5588	5941	6153	6367	6621
18	Q	4953	5190	5427	5668	6029	6240	6459	6719

SUBTITLE B

19	Q	5199	5441	5698	5942	6332	6556	6785	7056
19	S	5251	5493	5750	5994	6383	6608	6837	7108
22	B	5485	5743	6021	6294	6697	6930	7175	7458
22	Q	5566	5826	6106	6384	6796	7034	7276	7569
23	Q	5845	6120	6411	6706	7132	7385	7643	7947
23	S	5896	6171	6463	6758	7184	7437	7694	8000
24	B	5826	6125	6407	6699	7119	7367	7625	7930
26	B	6181	6500	6801	7112	7555	7818	8093	8418
26	Q	6272	6596	6902	7217	7668	7935	8212	8546
26	S	6324	6648	6954	7270	7720	7987	8264	8597

Effective July 1, 2021
Bargaining Unit: RC-023

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
17	Q	4973	5212	5449	5692	6055	6267	6486	6748
17	S	5027	5265	5503	5746	6109	6321	6541	6802
18	B	5074	5317	5559	5809	6176	6396	6618	6883
18	Q	5149	5395	5641	5892	6267	6486	6714	6984
19	Q	5404	5656	5923	6177	6582	6815	7053	7335
19	S	5458	5710	5977	6231	6635	6869	7107	7389
22	B	5702	5970	6259	6543	6962	7204	7458	7753
22	Q	5786	6056	6347	6636	7064	7312	7563	7868
23	Q	6076	6362	6664	6971	7414	7677	7945	8261
23	S	6129	6415	6718	7025	7468	7731	7998	8316

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24	B	6056	6367	6660	6964	7400	7658	7926	8243
26	B	6425	6757	7070	7393	7853	8127	8413	8751
26	Q	6520	6857	7175	7502	7971	8248	8536	8884
26	S	6574	6911	7229	7557	8025	8302	8590	8937

**Effective July 1, 2022
Bargaining Unit: RC-023**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
17	Q	5169	5418	5664	5917	6294	6515	6742	7015
17	S	5226	5473	5720	5973	6350	6571	6799	7071
18	B	5274	5527	5779	6038	6420	6649	6879	7155
18	Q	5352	5608	5864	6125	6515	6742	6979	7260
19	Q	5617	5879	6157	6421	6842	7084	7332	7625
19	S	5674	5936	6213	6477	6897	7140	7388	7681
22	B	5927	6206	6506	6801	7237	7489	7753	8059
22	Q	6015	6295	6598	6898	7343	7601	7862	8179
23	Q	6316	6613	6927	7246	7707	7980	8259	8587
23	S	6371	6668	6983	7302	7763	8036	8314	8644
24	B	6295	6618	6923	7239	7692	7960	8239	8569
26	B	6679	7024	7349	7685	8163	8448	8745	9097
26	Q	6778	7128	7458	7798	8286	8574	8873	9235
26	S	6834	7184	7515	7856	8342	8630	8929	9290

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

SUBTITLE B

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE L RC-008 (Boilermakers)**

Title	Title Code	Region	Pay Plan Code	Hired	Effective Date	Monthly Salary
Boiler Safety Audit Specialist	04900	Northern	B	Prior to December 1, 2013	May 1, 2019	9550.86
Boiler Safety Audit Specialist	04900	Northern	Q	Prior to December 1, 2013	May 1, 2019	9688.32
Boiler Safety Audit Specialist	04900	Northern	S	Prior to December 1, 2013	May 1, 2019	9738.78
Boiler Safety Audit Specialist	04900	Northern	B	On or after December 1, 2013	May 1, 2019	9183.72
Boiler Safety Audit Specialist	04900	Central	B	Prior to December 1, 2013	January 1, 2020	7753.44
Boiler Safety Audit Specialist	04900	Central	Q	Prior to December 1, 2013	January 1, 2020	7866.54
Boiler Safety Audit Specialist	04900	Central	S	Prior to December 1, 2013	January 1, 2020	7917.00
Boiler Safety Audit Specialist	04900	Central	B	On or after December 1, 2013	January 1, 2020	7455.90
Boiler Safety Audit Specialist	04900	Southern	B	Prior to December 1, 2013	January 1, 2020	7375.86
Boiler Safety Audit Specialist	04900	Southern	Q	Prior to December 1, 2013	January 1, 2020	7482.00
Boiler Safety Audit Specialist	04900	Southern	S	Prior to December 1, 2013	January 1, 2020	7532.46
Boiler Safety Audit Specialist	04900	Southern	B	On or after December 1, 2013	January 1, 2020	7092.24
Boiler Safety Specialist	04910	Northern	B	Prior to December 1, 2013	May 1, 2019	9140.22
Boiler Safety Specialist	04910	Northern	Q	Prior to December 1, 2013	May 1, 2019	9272.46
Boiler Safety Specialist	04910	Northern	S	Prior to December 1, 2013	May 1, 2019	9322.92
Boiler Safety Specialist	04910	Northern	B	On or after December 1, 2013	May 1, 2019	8788.74
Boiler Safety Specialist	04910	Central	B	Prior to December 1, 2013	January 1, 2020	7419.36
Boiler Safety Specialist	04910	Central	Q	Prior to December 1, 2013	January 1, 2020	7527.24
Boiler Safety Specialist	04910	Central	S	Prior to December 1, 2013	January 1, 2020	7577.70
Boiler Safety Specialist	04910	Central	B	On or after December 1, 2013	January 1, 2020	7134.00
Boiler Safety Specialist	04910	Southern	B	Prior to December 1, 2013	January 1, 2020	7057.44
Boiler Safety Specialist	04910	Southern	Q	Prior to December 1, 2013	January 1, 2020	7160.10
Boiler Safety Specialist	04910	Southern	S	Prior to December 1, 2013	January 1, 2020	7210.56
Boiler Safety Specialist	04910	Southern	B	On or after December 1, 2013	January 1, 2020	6786.00

NOTES: Regions – The counties in the regions are:

Northern Region: Boone, Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, Will, and Winnebago Counties.

Central Region: Bureau, Carroll, Champaign, DeWitt, Ford, Fulton, Hancock, Henderson, Henry, Iroquois, JoDaviess, Knox, LaSalle, Lee, Livingston, Logan, Marshall, Mason, McDonough, McLean, Mercer, Ogle, Peoria, Putnam, Rock Island, Schuyler, Stark, Stephenson, Tazewell, Vermilion,

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Warren, Whiteside, and Woodford Counties.

Southern Region: Adams, Alexander, Bond, Brown, Calhoun, Cass, Christian, Clark, Clay, Clinton, Coles, Crawford, Cumberland, Douglas, Edgar, Edwards, Effingham, Fayette, Franklin, Gallatin, Greene, Hamilton, Hardin, Jackson, Jasper, Jefferson, Jersey, Johnson, Lawrence, Macon, Macoupin, Madison, Marion, Massac, Menard, Monroe, Montgomery, Morgan, Moultrie, Perry, Piatt, Pike, Pope, Pulaski, Randolph, Richland, St. Clair, Saline, Sangamon, Scott, Shelby, Union, Wabash, Washington, Wayne, White, and Williamson Counties.

Additional Provisions – Section 310.210 shall apply to employees occupying positions in the Boiler Safety Specialist class that are represented by the RC-008 bargaining unit.

(Source: Amended by peremptory amendment at 44 Ill. Reg. 2588, effective January 17, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE M RC-110 (Conservation Police Lodge) (Repealed)

(Source: Repealed by peremptory amendment at 43 Ill. Reg. 11734, effective September 27, 2019)

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Section 310.TABLE N RC-010 (Professional Legal Unit, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Hearings Referee	18300	RC-010	23
Hearings Referee – Intermittent	18301	RC-010	23H

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Public Service Administrator, Option 8L

Departments of Central Management Services, Children and Family Services, Healthcare and Family Services, Labor, Public Health and Revenue, Environmental Protection Agency, Illinois Gaming Board, Guardianship and Advocacy Commission, Pollution Control Board except the Pollution Control Board positions with an attorney assistant function, and administrative law judge function at the Departments of Healthcare and Family Services and Human Services	37015	RC-010	24
Technical Advisor Advanced Program Specialist	45256	RC-010	24
Technical Advisor I	45251	RC-010	18
Technical Advisor II	45252	RC-010	20
Technical Advisor III	45253	RC-010	23

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for

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those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

**Effective July 1, 2020
Bargaining Unit: RC-010**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	4587	4737	4885	4984	5224	5465	5717	5948	6188	6556	6820
18	Q	4788	4944	5100	5206	5462	5716	5975	6219	6467	6855	7128

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20	B	5100	5267	5433	5548	5829	6098	6391	6669	6945	7367	7661
20	Q	5328	5501	5675	5799	6090	6378	6681	6968	7257	7701	8010
23	B	6031	6229	6426	6571	6919	7275	7619	7969	8314	8841	9195
23	Q	6303	6510	6717	6870	7234	7603	7961	8332	8692	9236	9605
23H	B	37.11	38.33	39.54	40.44	42.58	44.77	46.89	49.04	51.16	54.41	56.58
24	B	6414	6626	6835	6994	7365	7753	8123	8500	8882	9440	9816
24	Q	6703	6922	7142	7310	7700	8100	8492	8879	9281	9865	10260
26	B	7288	7527	7766	7955	8391	8837	9282	9716	10152	10805	11238
26	Q	7640	7889	8139	8340	8790	9255	9723	10178	10632	11321	11773

Effective July 1, 2021
Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	4793	4949	5103	5181	5430	5681	5943	6183	6432	6815	7089
18	Q	5002	5164	5326	5412	5678	5942	6211	6465	6722	7126	7410
20	B	5326	5500	5673	5767	6059	6339	6643	6932	7219	7658	7964
20	Q	5563	5743	5924	6028	6331	6630	6945	7243	7544	8005	8326
23	B	6294	6500	6705	6831	7192	7562	7920	8284	8642	9190	9558
23	Q	6577	6792	7007	7141	7520	7903	8275	8661	9035	9601	9984
23H	B	38.73	40.00	41.26	42.04	44.26	46.54	48.74	50.98	53.18	56.55	58.82
24	B	6692	6913	7130	7270	7656	8059	8444	8836	9233	9813	10204
24	Q	6993	7220	7449	7599	8004	8420	8827	9230	9648	10255	10665
26	B	7601	7849	8098	8269	8722	9186	9649	10100	10553	11232	11682
26	Q	7967	8226	8485	8669	9137	9621	10107	10580	11052	11768	12238

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**Effective July 1, 2022
Bargaining Unit: RC-010**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
20	B	5536	5717	5897	5995	6298	6589	6905	7206	7504	7960	8279
20	Q	5783	5970	6158	6266	6581	6892	7219	7529	7842	8321	8655
23	B	6543	6757	6970	7101	7476	7861	8233	8611	8983	9553	9936
23	Q	6837	7060	7284	7423	7817	8215	8602	9003	9392	9980	10378
23H	B	40.26	41.58	42.89	43.70	46.01	48.38	50.66	52.99	55.28	58.79	61.14
24	B	6956	7186	7412	7557	7958	8377	8778	9185	9598	10201	10607
24	Q	7269	7505	7743	7899	8320	8753	9176	9595	10029	10660	11086
26	B	7901	8159	8418	8596	9067	9549	10030	10499	10970	11676	12143
26	Q	8282	8551	8820	9011	9498	10001	10506	10998	11489	12233	12721

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE O RC-028 (Paraprofessional Human Services Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Administrative Assistant I	00501	RC-028	17
Administrative Assistant II	00502	RC-028	19
Apparel/Dry Goods Specialist III	01233	RC-028	12.5
Assistant Reimbursement Officer	02424	RC-028	08
Capital Development Board Media Technician	06525	RC-028	14
Child Development Aide	07184	RC-028	10

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Clinical Laboratory Associate	08200	RC-028	08
Clinical Laboratory Technician I	08215	RC-028	10
Clinical Laboratory Technician II	08216	RC-028	12
Compliance Officer	08919	RC-028	14
Contract Specialist I	09566	RC-028	11
Contract Specialist II	09567	RC-028	13
Contract Specialist III	09568	RC-028	17
Crime Scene Investigator	09980	RC-028	21
Data Processing Administrative Specialist	11415	RC-028	14
Data Processing Specialist	11430	RC-028	12
Data Processing Technician	11440	RC-028	09
Data Processing Technician Trainee	11443	RC-028	06
Dental Assistant	11650	RC-028	10
Dental Hygienist	11700	RC-028	14
Electroencephalograph Technician	13300	RC-028	08
Environmental Equipment Operator I	13761	RC-028	12
Environmental Equipment Operator II	13762	RC-028	14
Environmental Protection Technician I	13831	RC-028	08
Environmental Protection Technician II	13832	RC-028	10
Guard Supervisor	17685	RC-028	14
Health Information Associate	18045	RC-028	10
Health Information Technician	18047	RC-028	12
Hearing & Speech Technician II	18262	RC-028	09
Housekeeper	19600	RC-028	03.5
Inhalation Therapist	21259	RC-028	08
Inhalation Therapy Supervisor	21260	RC-028	11
Intermittent Unemployment Insurance Technician (Hourly)	21690	RC-028	06H
Laboratory Assistant	22995	RC-028	04
Laboratory Associate I	22997	RC-028	10
Laboratory Associate II	22998	RC-028	12
Legal Research Assistant	23350	RC-028	13
Licensed Practical Nurse I	23551	RC-028	10.5
Licensed Practical Nurse II	23552	RC-028	11.5
Lock and Dam Tender	24290	RC-028	10
Lottery Commodities Distributor II	24402	RC-028	12
Lottery Drawing Senior Specialist	24413	RC-028	14
Lottery Drawing Specialist	24410	RC-028	12
Natural Resources Technician I	28851	RC-028	10
Natural Resources Technician II	28852	RC-028	13

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Office Administrative Specialist	29990	RC-028	12
Office Administrator IV	29994	RC-028	14
Office Administrator V	29995	RC-028	15
Office Specialist	30080	RC-028	11
Pharmacy Lead Technician	32009	RC-028	09
Pharmacy Technician	32011	RC-028	07
Public Aid Eligibility Assistant	35825	RC-028	08
Radiologic Technologist	37500	RC-028	11
Radiologic Technologist Program Coordinator	37507	RC-028	12
Ranger	37725	RC-028	13
Rehabilitation Counselor Aide I	38155	RC-028	09
Rehabilitation Counselor Aide II	38156	RC-028	11
Senior Ranger	40090	RC-028	14
Site Interpreter	41090	RC-028	10
Site Technician I	41131	RC-028	10
Site Technician II	41132	RC-028	12
Social Service Community Planner	41295	RC-028	11
State Police Crime Information Evaluator	41801	RC-028	11
State Police Evidence Technician I	41901	RC-028	12
State Police Evidence Technician II	41902	RC-028	13
Statistical Research Technician	42748	RC-028	11
Veterans Service Officer	47800	RC-028	14
Vocational Instructor	48200	RC-028	12
Waterways Construction Supervisor I	49061	RC-028	16
Waterways Construction Supervisor II (Department of Natural Resources)	49062	RC-028	18

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

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General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or

SUBTITLE B

before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2020
Bargaining Unit: RC-028

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	2783	2871	2962	3001	3075	3153	3231	3306	3390	3533	3672
03.5	Q	2888	2981	3074	3117	3194	3279	3359	3435	3521	3670	3819
03.5	S	2956	3052	3147	3192	3276	3358	3438	3511	3599	3751	3901
04	B	2783	2871	2962	3001	3080	3164	3234	3323	3398	3542	3686
04	Q	2888	2981	3074	3117	3199	3285	3361	3455	3533	3683	3830
04	S	2956	3052	3147	3192	3279	3362	3442	3535	3609	3759	3912
06	B	2934	3029	3125	3169	3249	3337	3431	3517	3615	3769	3919
06	Q	3045	3141	3241	3289	3377	3470	3568	3660	3757	3919	4076
06	S	3113	3214	3315	3364	3456	3545	3648	3740	3839	4000	4162
06H	B	18.06	18.64	19.23	19.50	19.99	20.54	21.11	21.64	22.25	23.19	24.12
06H	Q	18.74	19.33	19.94	20.24	20.78	21.35	21.96	22.52	23.12	24.12	25.08
06H	S	19.16	19.78	20.40	20.70	21.27	21.82	22.45	23.02	23.62	24.62	25.61
07	B	3008	3106	3203	3249	3342	3441	3537	3632	3735	3904	4059
07	Q	3124	3225	3327	3377	3473	3578	3676	3778	3883	4065	4227
07	S	3196	3299	3403	3456	3552	3653	3754	3858	3959	4145	4310
08	B	3092	3192	3292	3342	3448	3548	3660	3759	3867	4050	4213
08	Q	3213	3318	3421	3473	3588	3689	3809	3911	4029	4218	4388
08	S	3283	3390	3496	3552	3661	3769	3889	3995	4109	4298	4471
09	B	3188	3291	3395	3448	3554	3667	3782	3902	4018	4209	4376
09	Q	3317	3423	3531	3588	3698	3816	3934	4063	4184	4383	4561
09	S	3383	3492	3603	3661	3774	3895	4015	4144	4266	4468	4647

SUBTITLE B

09.5	B	3266	3371	3478	3533	3642	3761	3881	4012	4129	4330	4502
09.5	Q	3392	3502	3612	3670	3787	3915	4042	4181	4298	4513	4695
09.5	S	3465	3576	3690	3751	3864	3997	4121	4263	4382	4601	4784
10	B	3288	3395	3502	3557	3688	3797	3923	4047	4171	4384	4562
10	Q	3419	3531	3641	3702	3837	3952	4087	4215	4347	4578	4761
10	S	3489	3603	3715	3778	3913	4032	4166	4294	4435	4664	4849
10.5	B	3394	3505	3615	3675	3809	3934	4072	4204	4341	4603	4788
10.5	Q	3530	3643	3759	3822	3966	4100	4239	4381	4528	4809	5000
10.5	S	3602	3718	3835	3901	4047	4179	4322	4465	4613	4894	5089
11	B	3409	3520	3629	3689	3814	3938	4081	4215	4346	4576	4759
11	Q	3544	3659	3773	3839	3976	4104	4251	4394	4532	4777	4967
11	S	3612	3730	3847	3915	4052	4183	4333	4476	4618	4862	5056
11.5	B	3490	3604	3716	3780	3909	4031	4169	4310	4459	4702	4892
11.5	Q	3629	3748	3866	3932	4072	4200	4343	4493	4654	4908	5106
11.5	S	3699	3819	3940	4008	4150	4281	4430	4582	4746	5003	5203
12	B	3544	3659	3773	3839	3980	4109	4264	4403	4565	4810	5001
12	Q	3686	3808	3926	3996	4143	4280	4444	4597	4762	5022	5224
12	S	3758	3879	4003	4074	4222	4361	4530	4684	4851	5112	5318
12.5	B	3626	3745	3863	3929	4075	4216	4377	4527	4675	4930	5127
12.5	Q	3774	3898	4021	4092	4244	4396	4565	4726	4880	5156	5357
12.5	S	3847	3972	4098	4171	4328	4478	4654	4815	4967	5244	5452
13	B	3676	3795	3914	3983	4129	4286	4445	4608	4781	5048	5247
13	Q	3825	3950	4075	4147	4298	4469	4644	4814	4991	5274	5486
13	S	3897	4024	4151	4226	4382	4556	4733	4899	5080	5366	5581
14	B	3830	3955	4079	4153	4310	4478	4675	4845	5028	5323	5536
14	Q	3992	4121	4251	4330	4493	4679	4880	5063	5257	5562	5783
14	S	4063	4196	4327	4410	4582	4761	4967	5154	5346	5651	5874

SUBTITLE B

15	B	3980	4110	4240	4319	4509	4695	4877	5075	5266	5584	5804
15	Q	4152	4287	4422	4506	4703	4899	5097	5307	5503	5830	6067
15	S	4226	4365	4502	4588	4791	4985	5186	5397	5592	5923	6159
16	B	4164	4299	4435	4520	4721	4930	5134	5349	5563	5891	6128
16	Q	4342	4485	4627	4715	4930	5156	5370	5591	5814	6160	6409
16	S	4426	4570	4712	4807	5019	5244	5460	5679	5905	6245	6495
17	B	4361	4502	4644	4736	4954	5181	5401	5620	5848	6196	6444
17	Q	4546	4695	4844	4941	5177	5415	5642	5871	6112	6475	6737
17	S	4629	4779	4930	5029	5269	5507	5735	5962	6200	6569	6830
18	B	4587	4737	4885	4984	5224	5465	5717	5948	6188	6556	6820
18	Q	4788	4944	5100	5206	5462	5716	5975	6219	6467	6855	7128
18	S	4866	5025	5184	5292	5549	5804	6066	6309	6560	6940	7221
19	B	4831	4988	5145	5251	5519	5780	6046	6304	6566	6966	7244
19	Q	5047	5212	5375	5489	5771	6036	6325	6587	6864	7278	7570
19	S	5130	5296	5465	5583	5862	6130	6414	6679	6955	7368	7662
21	B	5384	5559	5735	5861	6162	6459	6760	7067	7363	7822	8134
21	Q	5623	5808	5991	6125	6439	6750	7064	7388	7697	8175	8502
21	S	5706	5893	6080	6215	6527	6837	7157	7477	7784	8265	8594

Effective July 1, 2021
Bargaining Unit: RC-028

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	2918	3009	3104	3120	3196	3278	3359	3437	3524	3673	3817
03.5	Q	3027	3124	3220	3240	3320	3409	3492	3571	3660	3815	3970
03.5	S	3098	3198	3296	3318	3405	3491	3574	3650	3741	3899	4055

SUBTITLE B

04	B	2918	3009	3104	3120	3202	3289	3362	3454	3532	3682	3832
04	Q	3027	3124	3220	3240	3325	3415	3494	3591	3673	3828	3981
04	S	3098	3198	3296	3318	3409	3495	3578	3675	3752	3907	4067
06	B	3075	3174	3273	3294	3377	3469	3567	3656	3758	3918	4074
06	Q	3190	3290	3394	3419	3510	3607	3709	3805	3905	4074	4237
06	S	3261	3366	3471	3497	3593	3685	3792	3888	3991	4158	4326
06H	B	18.92	19.53	20.14	20.27	20.78	21.35	21.95	22.50	23.13	24.11	25.07
06H	Q	19.63	20.25	20.89	21.04	21.60	22.20	22.82	23.42	24.03	25.07	26.07
06H	S	20.07	20.71	21.36	21.52	22.11	22.68	23.34	23.93	24.56	25.59	26.62
07	B	3152	3254	3355	3377	3474	3577	3677	3775	3883	4058	4219
07	Q	3272	3377	3483	3510	3610	3719	3821	3927	4036	4226	4394
07	S	3347	3454	3562	3593	3692	3797	3902	4010	4115	4309	4480
08	B	3239	3343	3447	3474	3584	3688	3805	3907	4020	4210	4379
08	Q	3365	3474	3581	3610	3730	3835	3959	4065	4188	4385	4561
08	S	3438	3549	3659	3692	3806	3918	4043	4153	4271	4468	4648
09	B	3339	3446	3554	3584	3694	3812	3931	4056	4177	4375	4549
09	Q	3473	3583	3695	3730	3844	3967	4089	4223	4349	4556	4741
09	S	3542	3655	3770	3806	3923	4049	4174	4308	4435	4644	4831
09.5	B	3420	3529	3640	3673	3786	3910	4034	4170	4292	4501	4680
09.5	Q	3551	3665	3780	3815	3937	4070	4202	4346	4468	4691	4880
09.5	S	3627	3742	3861	3899	4017	4155	4284	4431	4555	4783	4973
10	B	3443	3554	3665	3698	3834	3947	4078	4207	4336	4557	4742
10	Q	3579	3695	3810	3848	3989	4108	4248	4381	4519	4759	4949
10	S	3652	3770	3887	3927	4068	4191	4331	4464	4610	4848	5041
10.5	B	3553	3668	3783	3820	3959	4089	4233	4370	4512	4785	4977
10.5	Q	3694	3812	3932	3973	4123	4262	4406	4554	4707	4999	5198
10.5	S	3769	3890	4011	4055	4207	4344	4493	4641	4795	5087	5290

SUBTITLE B

11	B	3569	3684	3797	3835	3965	4094	4242	4381	4518	4757	4947
11	Q	3709	3829	3947	3991	4133	4266	4419	4568	4711	4966	5163
11	S	3780	3902	4024	4070	4212	4348	4504	4653	4800	5054	5256
11.5	B	3653	3771	3888	3929	4063	4190	4334	4480	4635	4888	5085
11.5	Q	3797	3921	4044	4087	4233	4366	4515	4670	4838	5102	5308
11.5	S	3870	3995	4121	4166	4314	4450	4605	4763	4933	5201	5409
12	B	3709	3829	3947	3991	4137	4271	4432	4577	4745	5000	5199
12	Q	3857	3983	4106	4154	4307	4449	4620	4779	4950	5220	5430
12	S	3931	4057	4186	4235	4389	4533	4709	4869	5043	5314	5528
12.5	B	3794	3918	4041	4084	4236	4383	4550	4706	4860	5125	5330
12.5	Q	3948	4077	4205	4254	4412	4570	4745	4913	5073	5360	5569
12.5	S	4024	4154	4285	4336	4499	4655	4838	5005	5163	5451	5667
13	B	3846	3970	4094	4140	4292	4455	4621	4790	4970	5247	5454
13	Q	4001	4131	4261	4311	4468	4646	4827	5004	5188	5482	5703
13	S	4076	4208	4340	4393	4555	4736	4920	5093	5281	5578	5801
14	B	4006	4136	4265	4317	4480	4655	4860	5036	5227	5533	5755
14	Q	4175	4309	4444	4501	4670	4864	5073	5263	5465	5782	6011
14	S	4248	4387	4523	4584	4763	4949	5163	5358	5557	5874	6106
15	B	4162	4297	4432	4490	4687	4880	5070	5275	5474	5805	6033
15	Q	4341	4481	4622	4684	4889	5093	5298	5517	5720	6060	6307
15	S	4418	4562	4705	4769	4980	5182	5391	5610	5813	6157	6402
16	B	4353	4494	4635	4699	4907	5125	5337	5560	5783	6124	6370
16	Q	4539	4687	4835	4901	5125	5360	5582	5812	6044	6403	6662
16	S	4626	4776	4923	4997	5217	5451	5676	5903	6138	6492	6752
17	B	4558	4705	4852	4923	5150	5386	5614	5842	6079	6441	6699
17	Q	4751	4905	5060	5136	5381	5629	5865	6103	6353	6731	7003
17	S	4837	4993	5150	5228	5477	5725	5962	6197	6445	6828	7100

SUBTITLE B

18	B	4793	4949	5103	5181	5430	5681	5943	6183	6432	6815	7089
18	Q	5002	5164	5326	5412	5678	5942	6211	6465	6722	7126	7410
18	S	5083	5248	5414	5501	5768	6033	6306	6558	6819	7214	7506
19	B	5047	5210	5373	5458	5737	6008	6285	6553	6825	7241	7530
19	Q	5271	5443	5612	5706	5999	6274	6575	6847	7135	7565	7869
19	S	5358	5530	5706	5804	6094	6372	6667	6943	7230	7659	7965
21	B	5622	5804	5987	6093	6405	6714	7027	7346	7654	8131	8455
21	Q	5870	6062	6253	6367	6693	7017	7343	7680	8001	8498	8838
21	S	5956	6151	6345	6460	6785	7107	7440	7772	8091	8591	8933

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Bargaining Unit: RC-028

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	3033	3128	3227	3243	3322	3407	3492	3573	3663	3818	3968
03.5	Q	3147	3247	3347	3368	3451	3544	3630	3712	3805	3966	4127
03.5	S	3220	3324	3426	3449	3539	3629	3715	3794	3889	4053	4215
04	B	3033	3128	3227	3243	3328	3419	3495	3590	3672	3827	3983
04	Q	3147	3247	3347	3368	3456	3550	3632	3733	3818	3979	4138
04	S	3220	3324	3426	3449	3544	3633	3719	3820	3900	4061	4228
06	B	3196	3299	3402	3424	3510	3606	3708	3800	3906	4073	4235
06	Q	3316	3420	3528	3554	3649	3749	3856	3955	4059	4235	4404
06	S	3390	3499	3608	3635	3735	3831	3942	4042	4149	4322	4497
06H	B	19.67	20.30	20.94	21.07	21.60	22.19	22.82	23.38	24.04	25.06	26.06
06H	Q	20.41	21.05	21.71	21.87	22.46	23.07	23.73	24.34	24.98	26.06	27.10
06H	S	20.86	21.53	22.20	22.37	22.98	23.58	24.26	24.87	25.53	26.60	27.67

SUBTITLE B

07	B	3277	3383	3488	3510	3611	3718	3822	3924	4036	4218	4386
07	Q	3401	3510	3621	3649	3753	3866	3972	4082	4195	4393	4568
07	S	3479	3590	3703	3735	3838	3947	4056	4168	4278	4479	4657
08	B	3367	3475	3583	3611	3726	3834	3955	4061	4179	4376	4552
08	Q	3498	3611	3722	3753	3877	3986	4115	4226	4353	4558	4741
08	S	3574	3689	3804	3838	3956	4073	4203	4317	4440	4644	4832
09	B	3471	3582	3694	3726	3840	3963	4086	4216	4342	4548	4729
09	Q	3610	3725	3841	3877	3996	4124	4251	4390	4521	4736	4928
09	S	3682	3799	3919	3956	4078	4209	4339	4478	4610	4827	5022
09.5	B	3555	3668	3784	3818	3936	4064	4193	4335	4462	4679	4865
09.5	Q	3691	3810	3929	3966	4093	4231	4368	4518	4644	4876	5073
09.5	S	3770	3890	4014	4053	4176	4319	4453	4606	4735	4972	5169
10	B	3579	3694	3810	3844	3985	4103	4239	4373	4507	4737	4929
10	Q	3720	3841	3960	4000	4147	4270	4416	4554	4698	4947	5144
10	S	3796	3919	4041	4082	4229	4357	4502	4640	4792	5039	5240
10.5	B	3693	3813	3932	3971	4115	4251	4400	4543	4690	4974	5174
10.5	Q	3840	3963	4087	4130	4286	4430	4580	4734	4893	5196	5403
10.5	S	3918	4044	4169	4215	4373	4516	4670	4824	4984	5288	5499
11	B	3710	3830	3947	3986	4122	4256	4410	4554	4696	4945	5142
11	Q	3856	3980	4103	4149	4296	4435	4594	4748	4897	5162	5367
11	S	3929	4056	4183	4231	4378	4520	4682	4837	4990	5254	5464
11.5	B	3797	3920	4042	4084	4223	4356	4505	4657	4818	5081	5286
11.5	Q	3947	4076	4204	4248	4400	4538	4693	4854	5029	5304	5518
11.5	S	4023	4153	4284	4331	4484	4626	4787	4951	5128	5406	5623
12	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
12	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
12	S	4086	4217	4351	4402	4562	4712	4895	5061	5242	5524	5746

SUBTITLE B

12.5	B	3944	4073	4201	4245	4403	4556	4730	4892	5052	5327	5541
12.5	Q	4104	4238	4371	4422	4586	4751	4932	5107	5273	5572	5789
12.5	S	4183	4318	4454	4507	4677	4839	5029	5203	5367	5666	5891
13	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
13	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
13	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
14	B	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982
14	Q	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	S	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
15	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
15	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
15	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
16	B	4525	4672	4818	4885	5101	5327	5548	5780	6011	6366	6622
16	Q	4718	4872	5026	5095	5327	5572	5802	6042	6283	6656	6925
16	S	4809	4965	5117	5194	5423	5666	5900	6136	6380	6748	7019
17	B	4738	4891	5044	5117	5353	5599	5836	6073	6319	6695	6964
17	Q	4939	5099	5260	5339	5594	5851	6097	6344	6604	6997	7280
17	S	5028	5190	5353	5435	5693	5951	6197	6442	6700	7098	7380
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
18	S	5284	5455	5628	5718	5996	6271	6555	6817	7088	7499	7802
19	B	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	Q	5479	5658	5834	5931	6236	6522	6835	7117	7417	7864	8180
19	S	5570	5748	5931	6033	6335	6624	6930	7217	7516	7962	8280
21	B	5844	6033	6223	6334	6658	6979	7305	7636	7956	8452	8789
21	Q	6102	6301	6500	6618	6957	7294	7633	7983	8317	8834	9187
21	S	6191	6394	6596	6715	7053	7388	7734	8079	8411	8930	9286

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

SUBTITLE B

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE P RC-029 (Paraprofessional Investigatory and Law Enforcement Employees, Meat and Poultry Inspectors and Meat and Poultry Inspector Trainees, IFPE)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Animal and Animal Products Investigator	01072	RC-029	14
Apiary Inspector	01215	RC-029	04
Apiary Inspector (hourly)	01215	RC-029	04H
Arson Investigator I (See Note)	01481	RC-029	16
Arson Investigator II (See Note)	01482	RC-029	18
Arson Investigator II (Lead Worker) (See Note)	01482	RC-029	19
Breath Alcohol Analysis Technician (See Note)	05170	RC-029	16
Commerce Commission Police Officer I (See Note)	08451	RC-029	16
Commerce Commission Police Officer II (See Note)	08452	RC-029	18
Commodities Inspector	08770	RC-029	10
Drug Compliance Investigator	12778	RC-029	25
Elevator Inspector	13495	RC-029	18.5
Environmental Protection Legal Investigator I (See Note)	13811	RC-029	12
Environmental Protection Legal Investigator II	13812	RC-029	14
Environmental Protection Legal Investigator Specialist	13815	RC-029	15
Explosives Inspector I	14051	RC-029	14
Explosives Inspector II	14052	RC-029	17
Fingerprint Technician (See Note)	15204	RC-029	12
Fingerprint Technician Supervisor	15208	RC-029	17
Fire Prevention Inspector I	15316	RC-029	15
Fire Prevention Inspector II (See Note)	15317	RC-029	18
Fire Prevention Inspector Trainee (See Note)	15320	RC-029	12
Guard I	17681	RC-029	05
Guard II	17682	RC-029	08
Guard III	17683	RC-029	11

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Licensing Assistant	23568	RC-029	07
Licensing Investigator I (See Note)	23571	RC-029	12
Licensing Investigator II	23572	RC-029	15
Licensing Investigator III (See Note)	23573	RC-029	16
Licensing Investigator IV (See Note)	23574	RC-029	18
Liquor Control Special Agent I	23751	RC-029	15
Meat and Poultry Inspector	26070	RC-029	13.5
Meat and Poultry Inspector Trainee	26075	RC-029	09
Motorist Assistance Specialist	28490	RC-029	07
Plant and Pesticide Specialist I (See Note)	32501	RC-029	16
Plant and Pesticide Specialist II (See Note)	32502	RC-029	18
Plumbing Inspector (See Note)	32915	RC-029	19
Police Officer I (See Note)	32981	RC-029	16
Police Officer II (See Note)	32982	RC-029	18
Police Officer III (See Note)	32983	RC-029	20
Polygraph Examiner I (See Note)	33001	RC-029	18
Polygraph Examiner II (See Note)	33002	RC-029	20
Polygraph Examiner III (See Note)	33003	RC-029	22
Products and Standards Inspector	34603	RC-029	14
Security Officer (See Note)	39870	RC-029	12
Security Officer Sergeant (See Note)	39877	RC-029	13
Seed Analyst I	39951	RC-029	11
Seed Analyst II (See Note)	39952	RC-029	12
Site Security Officer	41115	RC-029	08
Truck Weighing Inspector (See Note)	46100	RC-029	12
Vehicle Compliance Inspector (See Note)	47570	RC-029	16
Vehicle Emissions Compliance Inspector (See Note)	47580	RC-029	12
Vehicle Emissions Quality Assurance Auditor (See Note)	47584	RC-029	13
Vital Records Quality Control Inspector (See Note)	48000	RC-029	12
Warehouse Claims Specialist (See Note)	48780	RC-029	19
Warehouse Examiner	48881	RC-029	15
Warehouse Examiner Specialist	48882	RC-029	17
Well Inspector I	49421	RC-029	14
Well Inspector II	49422	RC-029	17

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NOTES: Step Increases – Employees who have not attained Step 8 shall receive a step increase to the next step upon satisfactory completion of 12 months of creditable service.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Sub-Step Increases – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after July 1, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

2015-2019 Stipend – All bargaining unit employees on active payroll on the date of effectuation of the 2019 collective bargaining agreement shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Longevity Pay – Effective July 1, 1998, the Step 7 rate shall be increased \$50 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 7 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 2013, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased \$100 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 1998, employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III. Effective July 1, 2003, employees in the following classification: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of \$50 per month upon reaching 10 years, 13 years, 15 years and 17 years of service in the same classification series. Effective July 1, 2003 employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; Police Officer I, II, and III shall be placed in a longevity schedule receiving a salary increase of \$50 per month upon reaching 10 years, 13 years, and 15 years' service

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in the same classification series. Employees shall be placed in a longevity schedule receiving a salary increase of \$75 per month upon reaching 17 years of service in the same classification series. Effective July 1, 2011, employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of \$50 per month upon reaching 10 years, 13 years, and 15 years of service in the same classification series. Employees shall be placed in a longevity schedule receiving a salary increase of \$100 per month upon reaching 17 years of service in the same classification series.

Pension Formula Change – An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011 and, effective January 1, 2011, is covered by the standard formula for pension benefits (see the Illinois Pension Code [40 ILCS 5/1-160(g) and 14-110(b)]) shall be placed on the Pay Plan Code B salary grade assigned to the classification to which the position is allocated. An employee newly hired is an employee hired on or after January 1, 2011 who has never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

**Effective July 1, 2020
Bargaining Unit: RC-029**

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
04	B	2854	2946	3040	3080	3161	3232	3323	3397	3543	3600	3744
04-H	B	16.40	16.93	17.47	17.70							
05	B	2933	3027	3123	3167	3246	3331	3412	3496	3642	3702	3851
07	B	3091	3190	3290	3340	3439	3538	3630	3734	3904	3971	4132
08	B	3186	3288	3392	3445	3548	3660	3758	3864	4049	4121	4287
09	B	3263	3369	3475	3529	3658	3797	3934	4073	4296	4380	4425

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10	B	3405	3517	3626	3686	3795	3921	4044	4170	4382	4464	4642
11	B	3522	3636	3751	3813	3936	4080	4212	4345	4573	4660	4849
12	B	3670	3789	3909	3978	4107	4262	4401	4563	4808	4899	5092
12	Q	3819	3945	4068	4141	4278	4442	4596	4762	5020	5122	5328
13	B	3808	3931	4055	4128	4284	4443	4606	4779	5045	5143	5348
13	Q	3961	4090	4219	4296	4468	4642	4812	4989	5272	5376	5592
13.5	B	3837	3962	4087	4161	4342	4515	4687	4868	5141	5246	5299
14	B	3972	4102	4232	4310	4478	4674	4844	5026	5320	5428	5646
15	B	4153	4288	4423	4507	4693	4876	5074	5262	5582	5686	5916
16	B	4346	4488	4630	4719	4928	5133	5348	5562	5889	6013	6252
16	Q	4738	4893	5048	5151	5367	5589	5813	6159	6281	6409	6666
17	B	4556	4705	4853	4952	5181	5399	5618	5846	6193	6320	6572
18	B	4802	4959	5117	5222	5466	5714	5944	6186	6555	6683	6954
18	Q	5249	5421	5593	5712	5972	6216	6463	6851	6987	7127	7410
18.5	B	4828	4985	5142	5249	5516	5778	6043	6301	6563	6963	7242
19	B	5071	5236	5402	5516	5778	6043	6301	6563	6963	7098	7383
19	Q	5421	5598	5774	5900	6162	6407	6653	7039	7175	7315	7607
20	B	5354	5529	5704	5827	6097	6386	6668	6945	7363	7509	7809
20	Q	5594	5774	5958	6089	6376	6677	6965	7256	7697	7847	8160
22	B	5979	6176	6372	6515	6834	7156	7489	7798	8285	8450	8789
22	Q	6246	6451	6655	6809	7145	7479	7824	8151	8658	8834	9186
25	B	6750	6972	7192	7362	7750	8120	8495	8879	9435	9625	10010

Effective July 1, 2021
Bargaining Unit: RC-029

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
04	B	2992	3087	3185	3202	3286	3360	3454	3531	3683	3742	3892
04-H	B	17.20	17.74	18.30	18.40							
05	B	3074	3172	3271	3292	3374	3463	3547	3634	3786	3848	4003
07	B	3238	3341	3445	3472	3575	3678	3773	3881	4058	4128	4295
08	B	3337	3443	3551	3581	3688	3805	3906	4017	4209	4284	4456
09	B	3417	3527	3637	3668	3802	3947	4089	4234	4466	4553	4600
10	B	3564	3681	3794	3832	3945	4076	4204	4335	4555	4640	4825

SUBTITLE B

11	B	3686	3805	3924	3964	4091	4241	4378	4517	4754	4844	5041
12	B	3840	3964	4088	4135	4269	4430	4575	4743	4998	5093	5293
12	Q	3995	4126	4254	4305	4447	4617	4778	4950	5218	5324	5538
13	B	3983	4111	4240	4291	4453	4618	4788	4968	5244	5346	5559
13	Q	4142	4277	4411	4466	4644	4825	5002	5186	5480	5588	5813
13.5	B	4014	4143	4273	4325	4514	4693	4872	5060	5344	5453	5508
14	B	4154	4289	4424	4480	4655	4859	5035	5225	5530	5642	5869
15	B	4342	4482	4623	4685	4878	5069	5274	5470	5802	5911	6150
16	B	4543	4690	4838	4905	5123	5336	5559	5782	6122	6251	6499
16	Q	4950	5111	5272	5354	5579	5810	6043	6402	6529	6662	6929
17	B	4761	4916	5070	5148	5386	5612	5840	6077	6438	6570	6832
18	B	5017	5180	5344	5428	5682	5940	6179	6430	6814	6947	7229
18	Q	5481	5660	5839	5938	6208	6462	6718	7122	7263	7409	7703
18.5	B	5044	5207	5370	5456	5734	6006	6282	6550	6822	7238	7528
19	B	5296	5468	5640	5734	6006	6282	6550	6822	7238	7378	7675
19	Q	5660	5844	6027	6133	6405	6660	6916	7317	7458	7604	7907
20	B	5590	5772	5954	6057	6338	6638	6931	7219	7654	7806	8117
20	Q	5840	6027	6218	6330	6628	6941	7240	7543	8001	8157	8482
22	B	6240	6445	6649	6772	7104	7439	7785	8106	8612	8784	9136
22	Q	6518	6731	6943	7078	7427	7774	8133	8473	9000	9183	9549
25	B	7042	7272	7501	7653	8056	8441	8831	9230	9808	10005	10405

**Effective July 1, 2022
Bargaining Unit: RC-029**

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
04	B	3110	3209	3311	3328	3416	3493	3590	3670	3828	3890	4046
04-H	B	17.87	18.44	19.03	19.13							
05	B	3195	3297	3400	3422	3507	3600	3687	3778	3936	4000	4161
07	B	3366	3473	3581	3609	3716	3823	3922	4034	4218	4291	4465
08	B	3469	3579	3691	3722	3834	3955	4060	4176	4375	4453	4632
09	B	3552	3666	3781	3813	3952	4103	4251	4401	4642	4733	4782
10	B	3705	3826	3944	3983	4101	4237	4370	4506	4735	4823	5016
11	B	3832	3955	4079	4121	4253	4409	4551	4695	4942	5035	5240

SUBTITLE B

12	B	3992	4121	4249	4298	4438	4605	4756	4930	5195	5294	5502
12	Q	4153	4289	4422	4475	4623	4799	4967	5146	5424	5534	5757
13	B	4140	4273	4407	4460	4629	4800	4977	5164	5451	5557	5779
13	Q	4306	4446	4585	4642	4827	5016	5200	5391	5696	5809	6043
13.5	B	4173	4307	4442	4496	4692	4878	5064	5260	5555	5668	5726
14	B	4318	4458	4599	4657	4839	5051	5234	5431	5748	5865	6101
15	B	4514	4659	4806	4870	5071	5269	5482	5686	6031	6144	6393
16	B	4722	4875	5029	5099	5325	5547	5779	6010	6364	6498	6756
16	Q	5146	5313	5480	5565	5799	6039	6282	6655	6787	6925	7203
17	B	4949	5110	5270	5351	5599	5834	6071	6317	6692	6830	7102
18	B	5215	5385	5555	5642	5906	6175	6423	6684	7083	7221	7515
18	Q	5697	5884	6070	6173	6453	6717	6983	7403	7550	7702	8007
18.5	B	5243	5413	5582	5672	5960	6243	6530	6809	7091	7524	7825
19	B	5505	5684	5863	5960	6243	6530	6809	7091	7524	7669	7978
19	Q	5884	6075	6265	6375	6658	6923	7189	7606	7753	7904	8219
20	B	5811	6000	6189	6296	6588	6900	7205	7504	7956	8114	8438
20	Q	6071	6265	6464	6580	6890	7215	7526	7841	8317	8479	8817
22	B	6486	6700	6912	7039	7385	7733	8093	8426	8952	9131	9497
22	Q	6775	6997	7217	7358	7720	8081	8454	8808	9356	9546	9926
25	B	7320	7559	7797	7955	8374	8774	9180	9595	10195	10400	10816

(Source: Amended at 44 Ill. Reg. _____, effective _____)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Q RC-061 (Conservation Police Officer Trainees and Conservation Police Officer I's and II's, Illinois Fraternal Order of Police Labor Council)

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>
Conservation Police Officer I	09341	Q
Conservation Police Officer II	09342	Q
Conservation Police Officer Trainee	09345	Q

SUBTITLE B

NOTES: Longevity Bonuses – Effective January 1, 1991, employees shall receive a step increase to the next higher step upon satisfactory completion of 12 months creditable service in the current step and within the position classification, including successor title changes not involving pay grade changes. Effective July 1, 2000, employees covered by this Table Q shall receive longevity bonuses, pursuant to Schedule A, at the beginning of 9, 10, 12.5, 14, 15, 17.5, 20, 21, 22.5, and 25 years of service. Effective July 1, 2010, longevity bonuses will be increased by \$25 at each step for employees who attain 15 or more years of continuous service. Effective July 1, 2014, the longevity bonuses will be increased by \$25 at each step for employees who attain 21 or more years of continuous service.

Stipend – All bargaining unit employees on active payroll on the date of effectuation of the applicable collective bargaining agreement shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

**Effective July 1, 2020
RC-061 Bargaining Unit**

<u>Title</u>	S T E P S						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Conservation Police Officer I	5185	5433	5826	6099	6385	6690	6690
Conservation Police Officer II			5914	6189	6472	6776	6776
Conservation Police Officer Trainee	4160	4324					

Longevity Bonus Rates

Conservation Police Officer I									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
7007	7418	7601	7601	7714	7714	7714	7739	7739	7739

Conservation Police Officer II									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
7095	7506	7691	7691	8163	8543	8948	9059	9478	9917

SUBTITLE B

**Effective July 1, 2021
RC-061 Bargaining Unit**

<u>Title</u>	S T E P S						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Conservation Police Officer I	5390	5648	6056	6340	6637	6954	6954
Conservation Police Officer II			6148	6433	6728	7044	7044
Conservation Police Officer Trainee	4324	4495					

Longevity Bonus Rates

Conservation Police Officer I									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
7284	7711	7901	7901	8019	8019	8019	8045	8045	8045
Conservation Police Officer II									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
7375	7802	7995	7995	8485	8880	9301	9417	9852	10309

**Effective July 1, 2022
RC-061 Bargaining Unit**

<u>Title</u>	S T E P S						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Conservation Police Officer I	5603	5871	6295	6590	6899	7229	7229
Conservation Police Officer II			6391	6687	6994	7322	7322
Conservation Police Officer Trainee	4495	4673					

Longevity Bonus Rates

Conservation Police Officer I									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
7572	8016	8213	8213	8336	8336	8336	8363	8363	8363
Conservation Police Officer II									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
7666	8110	8311	8311	8820	9231	9668	9789	10241	10716

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

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Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE R RC-042 (Residual Maintenance Workers, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Building/Grounds Laborer	05598	RC-042	01
Building/Grounds Lead I	05601	RC-042	04
Building/Grounds Lead II	05602	RC-042	05
Building/Grounds Maintenance Worker	05613	RC-042	02
Building/Grounds Supervisor	05605	RC-042	07
Intermittent Laborer (Maintenance) (Hourly)	21687	RC-042	01H
Race Track Maintainer I	37551	RC-042	03
Race Track Maintainer II	37552	RC-042	06
Refrigeration & Air Conditioning Repairer	38119	RC-042	07
Sign Shop Foreman	41000	RC-042	07

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or

SUBTITLE B

before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

**Effective July 1, 2020
Bargaining Unit: RC-042**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	3409	3520	3629	3689	3814	3938	4081	4215	4346	4576	4759
1	Q	3544	3659	3773	3839	3976	4104	4251	4394	4532	4777	4967
1	S	3612	3730	3847	3915	4052	4183	4333	4476	4618	4862	5056

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01H	B	20.90	21.58	22.25	22.61	23.38	24.14	25.02	25.84	26.64	28.05	29.17
01H	Q	21.73	22.43	23.13	23.53	24.37	25.16	26.06	26.94	27.78	29.28	30.45
01H	S	22.14	22.87	23.58	24.00	24.84	25.64	26.56	27.44	28.31	29.81	30.99
2	B	3544	3659	3773	3839	3980	4109	4264	4403	4565	4810	5001
2	Q	3686	3808	3926	3996	4143	4280	4444	4597	4762	5022	5224
2	S	3758	3879	4003	4074	4222	4361	4530	4684	4851	5112	5318
3	B	3676	3795	3914	3983	4129	4286	4445	4608	4781	5048	5247
3	Q	3825	3950	4075	4147	4298	4469	4644	4814	4991	5274	5486
3	S	3897	4024	4151	4226	4382	4556	4733	4899	5080	5366	5581
4	B	3676	3795	3914	3983	4129	4286	4445	4608	4781	5048	5247
4	Q	3825	3950	4075	4147	4298	4469	4644	4814	4991	5274	5486
4	S	3897	4024	4151	4226	4382	4556	4733	4899	5080	5366	5581
5	B	3980	4110	4240	4319	4509	4695	4877	5075	5266	5584	5804
5	Q	4152	4287	4422	4506	4703	4899	5097	5307	5503	5830	6067
5	S	4226	4365	4502	4588	4791	4985	5186	5397	5592	5923	6159
6	B	3980	4110	4240	4319	4509	4695	4877	5075	5266	5584	5804
6	Q	4152	4287	4422	4506	4703	4899	5097	5307	5503	5830	6067
6	S	4226	4365	4502	4588	4791	4985	5186	5397	5592	5923	6159
7	B	3980	4110	4240	4319	4509	4695	4877	5075	5266	5584	5804
7	Q	4152	4287	4422	4506	4703	4899	5097	5307	5503	5830	6067
7	S	4226	4365	4502	4588	4791	4985	5186	5397	5592	5923	6159

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Effective July 1, 2021
Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	3569	3684	3797	3835	3965	4094	4242	4381	4518	4757	4947
1	Q	3709	3829	3947	3991	4133	4266	4419	4568	4711	4966	5163
1	S	3780	3902	4024	4070	4212	4348	4504	4653	4800	5054	5256
01H	B	21.88	22.58	23.28	23.51	24.31	25.10	26.00	26.86	27.70	29.16	30.33
01H	Q	22.74	23.47	24.20	24.47	25.34	26.15	27.09	28.00	28.88	30.44	31.65
01H	S	23.17	23.92	24.67	24.95	25.82	26.65	27.61	28.52	29.43	30.98	32.22
2	B	3709	3829	3947	3991	4137	4271	4432	4577	4745	5000	5199
2	Q	3857	3983	4106	4154	4307	4449	4620	4779	4950	5220	5430
2	S	3931	4057	4186	4235	4389	4533	4709	4869	5043	5314	5528
3	B	3846	3970	4094	4140	4292	4455	4621	4790	4970	5247	5454
3	Q	4001	4131	4261	4311	4468	4646	4827	5004	5188	5482	5703
3	S	4076	4208	4340	4393	4555	4736	4920	5093	5281	5578	5801
4	B	3846	3970	4094	4140	4292	4455	4621	4790	4970	5247	5454
4	Q	4001	4131	4261	4311	4468	4646	4827	5004	5188	5482	5703
4	S	4076	4208	4340	4393	4555	4736	4920	5093	5281	5578	5801
5	B	4162	4297	4432	4490	4687	4880	5070	5275	5474	5805	6033
5	Q	4341	4481	4622	4684	4889	5093	5298	5517	5720	6060	6307
5	S	4418	4562	4705	4769	4980	5182	5391	5610	5813	6157	6402
6	B	4162	4297	4432	4490	4687	4880	5070	5275	5474	5805	6033
6	Q	4341	4481	4622	4684	4889	5093	5298	5517	5720	6060	6307
6	S	4418	4562	4705	4769	4980	5182	5391	5610	5813	6157	6402
7	B	4162	4297	4432	4490	4687	4880	5070	5275	5474	5805	6033
7	Q	4341	4481	4622	4684	4889	5093	5298	5517	5720	6060	6307
7	S	4418	4562	4705	4769	4980	5182	5391	5610	5813	6157	6402

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Effective July 1, 2022
Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	3710	3830	3947	3986	4122	4256	4410	4554	4696	4945	5142
1	Q	3856	3980	4103	4149	4296	4435	4594	4748	4897	5162	5367
1	S	3929	4056	4183	4231	4378	4520	4682	4837	4990	5254	5464
01H	B	22.74	23.48	24.20	24.44	25.27	26.09	27.03	27.92	28.79	30.31	31.52
01H	Q	23.64	24.40	25.15	25.43	26.34	27.19	28.16	29.11	30.02	31.64	32.90
01H	S	24.09	24.86	25.64	25.94	26.84	27.71	28.70	29.65	30.59	32.21	33.50
2	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
2	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
2	S	4086	4217	4351	4402	4562	4712	4895	5061	5242	5524	5746
3	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
3	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
3	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
4	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
4	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
4	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
5	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
5	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
5	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
6	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
6	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
6	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655

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7	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
7	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
7	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE S VR-704 (Departments of Corrections, Financial and Professional Regulation, Juvenile Justice and State Police Supervisors, Laborers' – ISEA Local #2002)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Clinical Services Supervisor (Public Service Administrator (PSA) Option 7 Clinical Service Supervisor function Department of Corrections (DOC) and Department of Juvenile Justice (DJJ))	08260	VR-704	24
Computer Evidence Recovery Specialist (formerly PSA Option 7 Computer Evidence Recovery Specialist function Department of State Police (ISP), non-sworn)	08980	VR-704	25
Corrections Command Center Supervisor (formerly PSA Option 7 Operations Center Supervisor function DOC and DJJ)	09500	VR-704	25
Corrections Family Services Coordinator (formerly PSA Option 7 Women and Family Services Coordinator function DOC)	09600	VR-704	25
Corrections Intelligence Program Unit Manager	09798	VR-704	24
Corrections Placement Resources Regional Supervisor (formerly PSA Option 7 District Supervisor function DOC)	09839	VR-704	24
Corrections Program Administrator (formerly PSA Option 7 Staff Assistant function DOC)	09849	VR-704	24
Corrections Psychologist Administrator (formerly PSA Option 8K Mental Health Professional function DOC)	09855	VR-704	25
Corrections Regional Mental Health Services Administrator (formerly PSA Option 8K Mental Health Professional function DOC)	09857	VR-704	25
Corrections Training Program Supervisor (formerly PSA Option 7 Training Supervisor function DOC and DJJ)	09860	VR-704	25

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Corrections Unit Superintendent (formerly PSA Option 7 Superintendent function DOC)	09868	VR-704	25
Criminal Intelligence Analyst Supervisor (formerly PSA Option 7 Criminal Intelligence Analyst Supervisor function ISP, non-sworn)	10169	VR-704	25
Developmental Psychological Services Administrator (formerly PSA Option 8K Mental Health Professional function Department of Human Services (DHS) position)	12380	VR-704	25
Firearms Eligibility Administrator	15280	VR-704	25
Food Services Program Manager (DOC)	15800	VR-704	24
Forensic Science Administrator I (formerly PSA Option 7 Forensic Science Administrator function Forensic Bureau ISP)	15911	VR-704	24
Forensic Science Administrator II (formerly PSA Option 7 Forensic Science Administrator function Forensic Bureau ISP)	15912	VR-704	25
Forensic Science Administrator III	15913	VR-704	26
Internal Investigations Principal Evaluation Supervisor (formerly PSA Option 7 Office of Inspector General Investigator function DHS)	21735	VR-704	24
Internal Investigations Supervisor (formerly PSA Option 7 Office of Inspector General Investigator function DHS)	21740	VR-704	24
Juvenile Justice Chief of Security (formerly PSA Option 7 Chief of Security DJJ)	21965	VR-704	24
Juvenile Justice Psychologist Administrator (formerly PSA Option 8K Mental Health Professional function DOC and DJJ)	21967	VR-704	25
Juvenile Justice Unit Superintendent (formerly PSA Option 7 Superintendent function DJJ)	21985	VR-704	25
Law Enforcement Training Administrator (formerly PSA Option 7 Firearms Specialist function ISP, non-sworn)	23260	VR-704	25
Licensing Investigations Supervisor (formerly PSA Option 7 Chief of Medical Investigations, Chief of Health Related Investigations, Chief of Detective/Design Investigations, Chief of Probation Compliance and Chief of General Investigations functions Department of Financial and Professional Regulation (DFPR))	23577	VR-704	25

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Narcotics and Currency Unit Supervisor (formerly PSA Option 7 Narcotics and Currency Unit Supervisor ISP, non-sworn)	28750	VR-704	25
Police Lieutenant	32977	VR-704	24
Public Service Administrator, Option 8L (DOC)	37015	VR-704	24
Sex Offender Registration Unit Supervisor (formerly PSA Option 7 Sex Offender Registry Supervisor ISP, non-sworn)	40700	VR-704	26
Shift Supervisor at Department of Corrections at Correctional Facilities or at Correctional Work Camps – Hired before or on June 30, 2014 (formerly PSA Option 7 Shift Commander function DOC and DJJ)	40800	VR-704	24
Shift Supervisor at Department of Corrections Correctional Work Camps – Hired on or after July 1, 2014 (formerly PSA Option 7 Shift Commander function DOC and DJJ)	40800	VR-704	22
State Police Inspector (formerly PSA Option 7 Inspector function ISP, sworn)	42100	VR-704	26

NOTES: Step Rates – The pay scale for bargaining unit employees accepting a position after April 1, 2013, shall be 5% lower than the salary grade established in the applicable collective bargaining agreement, except for Step 6 and Step 7, for which the pay scale will be lower by 3.5% and 2%, respectively. Upon reaching Step 8, an employee shall be paid the full Step 8 rate as established in the collective bargaining agreement.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Step Increases – Employees shall receive a step increase to the next higher step upon satisfactory completion of 12 months creditable service in a step.

2015-2019 Stipend – All bargaining unit employees on active payroll on the date of effectuation of the applicable collective bargaining agreement shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

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Longevity Pay – Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, an employee on Step 8, having 10 years of continuous service and three years creditable service at Step 8, shall be paid an additional \$75 per month. An employee with 15 years continuous service and three years of creditable service at Step 8 shall receive an additional \$100 per month.

Hired Before or On March 31, 2013

**Effective July 1, 2020
Bargaining Unit: VR-704**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6084	6278	6472	6812	7146	7481	7826	8156
22	S	6173	6369	6566	6898	7236	7570	7919	8249
24	B	6990	7361	7749	8119	8495	8877	9435	9811
24	Q	7307	7696	8096	8487	8875	9277	9861	10253
24	S	7398	7782	8184	8573	8967	9370	9948	10347
25	B	7451	7859	8272	8685	9098	9512	10123	10528
25	Q	7783	8211	8640	9079	9511	9940	10579	11002
25	S	7875	8303	8732	9166	9598	10027	10668	11097
26	B	7950	8385	8832	9278	9711	10146	10802	11234
26	Q	8334	8787	9252	9719	10172	10628	11317	11768

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**Effective July 1, 2021
Bargaining Unit: VR-704**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6324	6526	6728	7081	7428	7776	8135	8478
22	S	6417	6621	6825	7170	7522	7869	8232	8575
24	B	7266	7652	8055	8440	8831	9228	9808	10199
24	Q	7596	8000	8416	8822	9226	9643	10251	10658
24	S	7690	8089	8507	8912	9321	9740	10341	10756
25	B	7745	8169	8599	9028	9457	9888	10523	10944
25	Q	8090	8535	8981	9438	9887	10333	10997	11437
25	S	8186	8631	9077	9528	9977	10423	11089	11535
26	B	8264	8716	9181	9644	10095	10547	11229	11678
26	Q	8663	9134	9617	10103	10574	11048	11764	12233

**Effective July 1, 2022
Bargaining Unit: VR-704**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6574	6784	6994	7361	7721	8083	8456	8813
22	S	6670	6883	7095	7453	7819	8180	8557	8914
24	B	7553	7954	8373	8773	9180	9593	10195	10602
24	Q	7896	8316	8748	9170	9590	10024	10656	11079
24	S	7994	8409	8843	9264	9689	10125	10749	11181
25	B	8051	8492	8939	9385	9831	10279	10939	11376
25	Q	8410	8872	9336	9811	10278	10741	11431	11889
25	S	8509	8972	9436	9904	10371	10835	11527	11991

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26	B	8590	9060	9544	10025	10494	10964	11673	12139
26	Q	9005	9495	9997	10502	10992	11484	12229	12716

Hired On or After April 1, 2013**Effective July 1, 2020
Bargaining Unit: VR-704**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6084	6278	6472	6812	7146	7481	7826	8156
22	S	6173	6369	6566	6898	7236	7570	7919	8249
24	B	6641	6993	7362	7713	8070	8566	9246	9811
24	Q	6941	7312	7690	8063	8431	8953	9664	10253
24	S	7029	7393	7776	8145	8518	9042	9749	10347
25	B	7079	7466	7859	8250	8643	9179	9921	10528
25	Q	7394	7800	8208	8625	9035	9592	10367	11002
25	S	7481	7887	8296	8707	9119	9676	10455	11097
26	B	7551	7966	8390	8814	9226	9790	10587	11234
26	Q	7918	8348	8790	9233	9664	10255	11091	11768

**Effective July 1, 2021
Bargaining Unit: VR-704**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6324	6526	6728	7081	7428	7776	8135	8478
22	S	6417	6621	6825	7170	7522	7869	8232	8575

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24	B	6903	7269	7653	8018	8389	8904	9611	10199
24	Q	7215	7601	7994	8381	8764	9307	10046	10658
24	S	7307	7685	8083	8467	8854	9399	10134	10756
25	B	7359	7761	8169	8576	8984	9542	10313	10944
25	Q	7686	8108	8532	8966	9392	9971	10776	11437
25	S	7776	8199	8624	9051	9479	10058	10868	11535
26	B	7849	8281	8721	9162	9590	10177	11005	11678
26	Q	8231	8678	9137	9598	10046	10660	11529	12233

**Effective July 1, 2022
Bargaining Unit: VR-704**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6574	6784	6994	7361	7721	8083	8456	8813
22	S	6670	6883	7095	7453	7819	8180	8557	8914
24	B	7176	7556	7955	8335	8720	9256	9991	10602
24	Q	7500	7901	8310	8712	9110	9675	10443	11079
24	S	7596	7989	8402	8801	9204	9770	10534	11181
25	B	7650	8068	8492	8915	9339	9919	10720	11376
25	Q	7990	8428	8869	9320	9763	10365	11202	11889
25	S	8083	8523	8965	9409	9853	10455	11297	11991
26	B	8159	8608	9065	9524	9969	10579	11440	12139
26	Q	8556	9021	9498	9977	10443	11081	11984	12716

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

SUBTITLE B

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE T HR-010 (Teachers of Deaf, IFT)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Educator	13100	HR-010	N

**Effective January 1, 2020
Bargaining Unit: HR-010**

<u>Lane</u>	<u>Educational Level</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	3182	3287	3392	3497	3690	3889	4083	4292	4493	4927	5125
2	BA + 8 Hours	3283	3391	3499	3607	3800	4008	4216	4436	4645	5089	5293
3	BA + 16 Hours	3366	3476	3588	3699	3918	4137	4352	4560	4791	5256	5466
4	BA + 24 Hours	3460	3574	3689	3802	4033	4259	4484	4718	4941	5424	5643
5	MA	3567	3684	3802	3920	4149	4382	4616	4858	5086	5584	5807
6	MA + 16 Hours	3651	3772	3892	4012	4245	4478	4716	4959	5187	5691	5915
7	MA + 32 Hours	3762	3886	4010	4134	4366	4603	4844	5085	5318	5829	6063

**Effective August 16, 2020
Bargaining Unit: HR-010**

<u>Lane</u>	<u>Educational Level</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	3249	3356	3463	3570	3767	3971	4169	4382	4587	5030	5233
2	BA + 8 Hours	3352	3462	3572	3683	3880	4092	4305	4529	4743	5196	5404
3	BA + 16 Hours	3437	3549	3663	3777	4000	4224	4443	4656	4892	5366	5581
4	BA + 24 Hours	3533	3649	3766	3882	4118	4348	4578	4817	5045	5538	5762
5	MA	3642	3761	3882	4002	4236	4474	4713	4960	5193	5701	5929
6	MA + 16 Hours	3728	3851	3974	4096	4334	4572	4815	5063	5296	5811	6039
7	MA + 32 Hours	3841	3968	4094	4221	4458	4700	4946	5192	5430	5951	6190

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**Effective August 16, 2021
Bargaining Unit: HR-010**

<u>Lane</u>	<u>Educational Level</u>	<u>STEPS</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	3377	3489	3600	3711	3916	4128	4334	4555	4768	5229	5440
2	BA + 8 Hours	3484	3599	3713	3828	4033	4254	4475	4708	4930	5401	5617
3	BA + 16 Hours	3573	3689	3808	3926	4158	4391	4618	4840	5085	5578	5801
4	BA + 24 Hours	3673	3793	3915	4035	4281	4520	4759	5007	5244	5757	5990
5	MA	3786	3910	4035	4160	4403	4651	4899	5156	5398	5926	6163
6	MA + 16 Hours	3875	4003	4131	4258	4505	4753	5005	5263	5505	6041	6278
7	MA + 32 Hours	3993	4125	4256	4388	4634	4886	5141	5397	5644	6186	6435

**Effective August 16, 2022
Bargaining Unit: HR-010**

<u>Lane</u>	<u>Educational Level</u>	<u>STEPS</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	3510	3627	3742	3858	4071	4291	4505	4735	4956	5436	5655
2	BA + 8 Hours	3622	3741	3860	3979	4192	4422	4652	4894	5125	5614	5839
3	BA + 16 Hours	3714	3835	3958	4081	4322	4564	4800	5031	5286	5798	6030
4	BA + 24 Hours	3818	3943	4070	4194	4450	4699	4947	5205	5451	5984	6227
5	MA	3936	4064	4194	4324	4577	4835	5093	5360	5611	6160	6406
6	MA + 16 Hours	4028	4161	4294	4426	4683	4941	5203	5471	5722	6280	6526
7	MA + 32 Hours	4151	4288	4424	4561	4817	5079	5344	5610	5867	6430	6689

NOTES: General Increases – The pay rates for all bargaining unit classifications and steps shall be increased: by 1.50%, effective January 1, 2020; by 2.10%, effective August 16, 2020; by 3.95%, effective August 16, 2021; and by 3.95%, effective August 16, 2022. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective August 16, 2000, the Step 7 was increased by \$25 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 7 in the same pay grade. Effective August 16, 2004, the Step 8 rate was increased by \$25 per month for the employees who attained 10 years of continuous service and have three years or more years of creditable service on Step 8 in the same or higher pay grade. For the employees who attained 15 years of continuous service and have three or

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more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate was raised by \$50 per month. Longevity is paid each month per calendar year. Effective August 16, 2010, the Step 8 was raised by \$50 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2010. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before August 16, 2010, the Step 8 rate was increased by \$75 per month. Effective August 16, 2013, the Step 8 was raised by \$25 per month to \$75 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2013. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2013, the Step 8 rate was increased by \$25 per month to \$100 per month. Employees who are eligible for longevity on or before January 1, 2002 shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Employees not eligible for longevity pay on or before the date they are placed on Step 8 shall begin to receive longevity pay after three years or more of creditable service on Step 8.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE U HR-010 (Teachers of Deaf, Extracurricular Paid Activities)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Educator	13100	HR-010	N

**Extracurricular Activities Pay Schedule
Effective July 1, 2015**

<u>Classification I</u>	<u>Per Year</u>
High School Head Coaches:	
Basketball – Boys	3224
Basketball – Girls	3224
Football	3224

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Track – Boys	3224
Track – Girls	3224
Volleyball	3224
Wrestling	3224

Other Activities:

Junior Class Sponsors	3224
Senior Class Sponsors	3224

Classification II**Per
Year****High School Assistant Coaches:**

Basketball – Boys	2035
Basketball – Girls	2035
Football	2035
Track – Boys	2035
Track – Girls	2035
Volleyball	2035
Wrestling	2035

Junior High School Head Coaches:

7 th Grade Basketball – Boys	2035
8 th Grade Basketball – Boys	2035
7 th Grade Basketball – Girls	2035
8 th Grade Basketball – Girls	2035
Track – Boys	2035
Track – Girls	2035
Volleyball	2035
Wrestling	2035
Football	2035

Cheerleading Sponsor:

High School Basketball	2035
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<u>Classification III</u>	<u>Per Year</u>
High School Assistant Coaches:	
Track – Boys	1283
Track – Girls	1283
Junior High School Assistant Coaches:	
Track – Boys	1283
Track – Girls	1283
Volleyball	1283
Wrestling	1283
Cheerleading Sponsors:	
Football Cheerleading Sponsor	1283
Jr. High School Cheerleading Sponsor	1283
Other Activities:	
High School Lunchroom Supervisors	1283
Jr. High School Lunchroom Supervisors	1283

<u>Classification V</u>	<u>Per Year</u>
Special Olympics Coaches:	
Volleyball	751
Basketball	751
Student Body Government	751

<u>Scorekeepers and Timers</u>	<u>Per Event</u>
Basketball Scorer	44
Basketball Timer	44
Football Scorer	44
Football Timer	44
Wrestling Scorer	44
Wrestling Timer	44
Volleyball Scorer	37
Volleyball Timer	37
Ticket Sellers	32
Football Chain Crew	27

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(Source: Amended by peremptory rulemaking at 40 Ill. Reg. 9658, effective June 30, 2016)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE V CU-500 (Supervisory Employees in Corrections and Juvenile Justice, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Correctional Casework Supervisor	09655	CU-500	20
Correctional Lieutenant	09673	CU-500	19
Corrections Clerk III	09773	CU-500	16
Corrections Food Service Supervisor III	09795	CU-500	18
Corrections Identification Supervisor	09800	CU-500	19
Corrections Industry Supervisor	09807	CU-500	18
Corrections Laundry Manager II	09809	CU-500	17
Corrections Leisure Activity Specialist IV	09814	CU-500	20
Corrections Maintenance Supervisor	09822	CU-500	17
Corrections Residence Counselor II	09838	CU-500	17
Corrections Supply Supervisor III	09863	CU-500	18
Corrections Treatment Officer Supervisor	09865	CU-500	21
Juvenile Justice Supervisor	21980	CU-500	21
Juvenile Justice Youth and Family Specialist Supervisor	21995	CU-500	22
Property and Supply Clerk III	34793	CU-500	08
Public Service Administrator, Option 7	37015	CU-500	24
Storekeeper III	43053	CU-500	13

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

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General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective July 1, 2013 and 2014, the pay rates for all unit classifications and steps shall be increased by 2%. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 per month for those employees who attain 10 years of continuous service and three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 per month.

Effective July 1, 2020
Bargaining Unit: CU-500

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
08	Q	3285	3392	3498	3554	3664	3773	3892	3997	4113	4299	4474
13	Q	3899	4025	4153	4228	4385	4559	4735	4900	5083	5368	5583
16	Q	4429	4573	4716	4810	5020	5245	5462	5680	5913	6246	6497
16	S	4505	4652	4799	4896	5110	5335	5549	5772	6000	6339	6592
17	Q	4633	4784	4934	5035	5270	5508	5736	5970	6207	6572	6833
17	S	4714	4868	5022	5124	5359	5598	5826	6060	6292	6661	6927
18	Q	4869	5027	5187	5295	5550	5805	6067	6310	6562	6945	7224
18	S	4955	5118	5279	5390	5641	5896	6155	6403	6649	7037	7319
19	Q	5133	5299	5469	5585	5864	6132	6416	6681	6959	7370	7665
19	S	5213	5383	5553	5672	5948	6220	6506	6769	7047	7461	7761

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20	Q	5414	5591	5768	5894	6182	6469	6771	7059	7349	7788	8100
20	S	5497	5675	5855	5984	6276	6563	6864	7154	7439	7880	8197
21	Q	5706	5893	6080	6215	6532	6837	7158	7479	7787	8266	8596
21	S	5791	5979	6169	6307	6619	6931	7247	7571	7875	8356	8691
22	Q	5937	6131	6325	6468	6802	6884	7461	7802	8126	8622	8964
22	S	6021	6219	6414	6561	6886	7221	7547	7891	8215	8712	9058
24	Q	6788	7011	7232	7403	7792	8191	8580	8972	9373	9956	10357
24	S	6868	7092	7317	7491	7877	8281	8671	9060	9465	10046	10447

Effective July 1, 2021
Bargaining Unit: CU-500

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
08	Q	3440	3551	3661	3694	3809	3922	4046	4155	4275	4469	4651
13	Q	4078	4209	4342	4395	4558	4739	4922	5094	5284	5580	5804
16	Q	4629	4779	4927	5000	5218	5452	5678	5904	6147	6493	6754
16	S	4708	4861	5014	5089	5312	5546	5768	6000	6237	6589	6852
17	Q	4841	4998	5154	5234	5478	5726	5963	6206	6452	6832	7103
17	S	4925	5085	5245	5326	5571	5819	6056	6299	6541	6924	7201
18	Q	5086	5251	5417	5504	5769	6034	6307	6559	6821	7219	7509
18	S	5176	5345	5513	5603	5864	6129	6398	6656	6912	7315	7608
19	Q	5361	5533	5710	5806	6096	6374	6669	6945	7234	7661	7968
19	S	5444	5621	5797	5896	6183	6466	6763	7036	7325	7756	8068

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20	Q	5653	5837	6021	6127	6426	6725	7038	7338	7639	8096	8420
20	S	5739	5924	6111	6220	6524	6822	7135	7437	7733	8191	8521
21	Q	5956	6151	6345	6460	6790	7107	7441	7774	8095	8593	8936
21	S	6045	6240	6438	6556	6880	7205	7533	7870	8186	8686	9034
22	Q	6197	6398	6600	6723	7071	7156	7756	8110	8447	8963	9318
22	S	6284	6490	6692	6820	7158	7506	7845	8203	8539	9056	9416
24	Q	7081	7313	7543	7695	8100	8515	8919	9326	9743	10349	10766
24	S	7164	7397	7631	7787	8188	8608	9014	9418	9839	10443	10860

Effective July 1, 2022
Bargaining Unit: CU-500

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
08	Q	3576	3691	3806	3840	3959	4077	4206	4319	4444	4646	4835
13	Q	4239	4375	4514	4569	4738	4926	5116	5295	5493	5800	6033
16	Q	4812	4968	5122	5198	5424	5667	5902	6137	6390	6749	7021
16	S	4894	5053	5212	5290	5522	5765	5996	6237	6483	6849	7123
17	Q	5032	5195	5358	5441	5694	5952	6199	6451	6707	7102	7384
17	S	5120	5286	5452	5536	5791	6049	6295	6548	6799	7197	7485
18	Q	5287	5458	5631	5721	5997	6272	6556	6818	7090	7504	7806
18	S	5380	5556	5731	5824	6096	6371	6651	6919	7185	7604	7909
19	Q	5573	5752	5936	6035	6337	6626	6932	7219	7520	7964	8283
19	S	5659	5843	6026	6129	6427	6721	7030	7314	7614	8062	8387

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20	Q	5876	6068	6259	6369	6680	6991	7316	7628	7941	8416	8753
20	S	5966	6158	6352	6466	6782	7091	7417	7731	8038	8515	8858
21	Q	6191	6394	6596	6715	7058	7388	7735	8081	8415	8932	9289
21	S	6284	6486	6692	6815	7152	7490	7831	8181	8509	9029	9391
22	Q	6442	6651	6861	6989	7350	7439	8062	8430	8781	9317	9686
22	S	6532	6746	6956	7089	7441	7802	8155	8527	8876	9414	9788
24	Q	7361	7602	7841	7999	8420	8851	9271	9694	10128	10758	11191
24	S	7447	7689	7932	8095	8511	8948	9370	9790	10228	10855	11289

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE W RC-062 (Technical Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Accountant	00130	RC-062	14
Accountant Advanced	00133	RC-062	16
Accountant Supervisor	00135	RC-062	18
Accounting and Fiscal Administration Career Trainee	00140	RC-062	12
Activity Therapist	00157	RC-062	15
Activity Therapist Coordinator	00160	RC-062	17
Activity Therapist Supervisor	00163	RC-062	20
Actuarial Assistant	00187	RC-062	16
Actuarial Examiner	00195	RC-062	16
Actuarial Examiner Trainee	00196	RC-062	13
Actuarial Senior Examiner	00197	RC-062	19
Actuary I	00201	RC-062	20
Actuary II	00202	RC-062	24
Agricultural Market News Assistant	00804	RC-062	12
Agricultural Marketing Reporter	00807	RC-062	18
Agricultural Marketing Representative	00810	RC-062	18
Agriculture Land and Water Resource Specialist I	00831	RC-062	14
Agriculture Land and Water Resource Specialist II	00832	RC-062	17
Agriculture Land and Water Resource Specialist III	00833	RC-062	20

SUBTITLE B

Aircraft Pilot I	00955	RC-062	19
Aircraft Pilot II	00956	RC-062	22
Aircraft Pilot II – Dual Rating	00957	RC-062	23
Appraisal Specialist I	01251	RC-062	14
Appraisal Specialist II	01252	RC-062	16
Appraisal Specialist III	01253	RC-062	18
Arts Council Associate	01523	RC-062	12
Arts Council Program Coordinator	01526	RC-062	18
Arts Council Program Representative	01527	RC-062	15
Assignment Coordinator	01530	RC-062	20
Bank Examiner I	04131	RC-062	16
Bank Examiner II	04132	RC-062	19
Bank Examiner III	04133	RC-062	22
Behavioral Analyst Associate	04355	RC-062	15
Behavioral Analyst I	04351	RC-062	17
Behavioral Analyst II	04352	RC-062	19
Business Administrative Specialist	05810	RC-062	16
Business Manager	05815	RC-062	18
Buyer	05900	RC-062	18
Cancer Registrar I	05951	RC-062	14
Cancer Registrar II	05952	RC-062	16
Cancer Registrar III	05953	RC-062	20
Cancer Registrar Assistant Manager	05954	RC-062	22
Cancer Registrar Manager	05955	RC-062	24
Capital Development Board Account Technician	06515	RC-062	11
Capital Development Board Art in Architecture Technician	06533	RC-062	12
Capital Development Board Construction Support Analyst	06520	RC-062	11
Capital Development Board Project Technician	06530	RC-062	12
Chemist I	06941	RC-062	16
Chemist II	06942	RC-062	19
Chemist III	06943	RC-062	21
Child Protection Advanced Specialist	07161	RC-062	19
Child Protection Associate Specialist	07162	RC-062	16
Child Protection Specialist	07163	RC-062	18
Child Support Specialist I	07198	RC-062	16
Child Support Specialist II	07199	RC-062	17
Child Support Specialist Trainee	07200	RC-062	12
Child Welfare Associate Specialist	07216	RC-062	16
Child Welfare Staff Development Coordinator IV	07204	RC-062	22

SUBTITLE B

Children and Family Service Intern – Option I	07241	RC-062	12
Children and Family Service Intern – Option II	07242	RC-062	15
Clinical Laboratory Technologist I	08220	RC-062	18
Clinical Laboratory Technologist II	08221	RC-062	19
Clinical Laboratory Technologist Trainee	08229	RC-062	14
Communications Systems Specialist	08860	RC-062	23
Community Management Specialist I	08891	RC-062	15
Community Management Specialist II	08892	RC-062	17
Community Management Specialist III	08893	RC-062	19
Community Planner I	08901	RC-062	15
Community Planner II	08902	RC-062	17
Community Planner III	08903	RC-062	19
Conservation Education Representative	09300	RC-062	12
Conservation Grant Administrator I	09311	RC-062	18
Conservation Grant Administrator II	09312	RC-062	20
Conservation Grant Administrator III	09313	RC-062	22
Construction Program Assistant	09525	RC-062	12
Correctional Counselor I	09661	RC-062	15
Correctional Counselor II	09662	RC-062	17
Correctional Counselor III	09663	RC-062	19
Corrections Apprehension Specialist	09750	RC-062	19
Corrections Industries Marketing Representative	09803	RC-062	17
Corrections Law Library Assistant	09819	RC-062	14
Corrections Leisure Activities Specialist I	09811	RC-062	15
Corrections Leisure Activities Specialist II	09812	RC-062	17
Corrections Leisure Activities Specialist III	09813	RC-062	19
Corrections Parole Agent	09842	RC-062	17
Corrections Senior Parole Agent	09844	RC-062	19
Criminal Intelligence Analyst I	10161	RC-062	18
Criminal Intelligence Analyst II	10162	RC-062	20
Criminal Intelligence Analyst Specialist	10165	RC-062	22
Criminal Justice Specialist I	10231	RC-062	16
Criminal Justice Specialist II	10232	RC-062	20
Criminal Justice Specialist Trainee	10236	RC-062	13
Curator of the Lincoln Collection	10750	RC-062	16
Data Processing Supervisor I	11435	RC-062	11
Data Processing Supervisor II	11436	RC-062	14
Data Processing Supervisor III	11437	RC-062	18
Day Care Licensing Representative I	11471	RC-062	16

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Developmental Disabilities Council Program Planner I	12361	RC-062	12
Developmental Disabilities Council Program Planner II	12362	RC-062	16
Developmental Disabilities Council Program Planner III	12363	RC-062	18
Dietary Manager I	12501	RC-062	16
Dietary Manager II	12502	RC-062	18
Dietitian	12510	RC-062	15
Disability Appeals Officer	12530	RC-062	22
Disability Claims Adjudicator I	12537	RC-062	16
Disability Claims Adjudicator II	12538	RC-062	18
Disability Claims Adjudicator Trainee	12539	RC-062	13
Disability Claims Analyst	12540	RC-062	21
Disability Claims Specialist	12558	RC-062	19
Disaster Services Planner	12585	RC-062	19
Document Examiner	12640	RC-062	22
Economic Development Representative I	12931	RC-062	17
Economic Development Representative II	12932	RC-062	19
Educational Diagnostician	12965	RC-062	12
Employment Security Field Office Supervisor	13600	RC-062	20
Employment Security Manpower Representative I	13621	RC-062	12
Employment Security Manpower Representative II	13622	RC-062	14
Employment Security Program Representative	13650	RC-062	14
Employment Security Program Representative – Intermittent	13651	RC-062	14H
Employment Security Service Representative	13667	RC-062	16
Employment Security Service Representative (Intermittent)	13667	RC-062	16H
Employment Security Specialist I	13671	RC-062	14
Employment Security Specialist II	13672	RC-062	16
Employment Security Specialist III	13673	RC-062	19
Employment Security Tax Auditor I	13681	RC-062	17
Employment Security Tax Auditor II	13682	RC-062	19
Energy and Natural Resources Specialist I	13711	RC-062	15
Energy and Natural Resources Specialist II	13712	RC-062	17
Energy and Natural Resources Specialist III	13713	RC-062	19
Energy and Natural Resources Specialist Trainee	13715	RC-062	12
Engineering Technician IV (Department of Public Health)	13734	RC-062	18

SUBTITLE B

Environmental Health Specialist I	13768	RC-062	14
Environmental Health Specialist II	13769	RC-062	16
Environmental Health Specialist III	13770	RC-062	18
Environmental Protection Associate	13785	RC-062	12
Environmental Protection Specialist I	13821	RC-062	14
Environmental Protection Specialist II	13822	RC-062	16
Environmental Protection Specialist III	13823	RC-062	18
Environmental Protection Specialist IV	13824	RC-062	22
Equal Pay Specialist	13837	RC-062	17
Executive I	13851	RC-062	18
Executive II	13852	RC-062	20
Financial Institutions Examiner I	14971	RC-062	16
Financial Institutions Examiner II	14972	RC-062	19
Financial Institutions Examiner III	14973	RC-062	22
Financial Institutions Examiner Trainee	14978	RC-062	13
Firearms Eligibility Analyst I	15371	RC-062	13
Firearms Eligibility Analyst II	15372	RC-062	16
Firearms Eligibility Analyst Trainee	15375	RC-062	11
Fire Protection Specialist I	15351	RC-062	16
Flight Safety Coordinator	15640	RC-062	22
Forensic Scientist I	15891	RC-062	18
Forensic Scientist II	15892	RC-062	20
Forensic Scientist III	15893	RC-062	22
Forensic Scientist Trainee	15897	RC-062	15
Gaming Licensing Analyst	17171	RC-062	15
Gaming Operations Supervisor	17181	RC-062	26
Gaming Senior Special Agent	17191	RC-062	23
Gaming Shift Supervisor	17187	RC-062	24
Gaming Special Agent	17192	RC-062	19
Gaming Special Agent Trainee	17195	RC-062	14
Gaming Unit Supervisor	17201	RC-062	26
Guardianship Representative	17710	RC-062	17
Habilitation Program Coordinator	17960	RC-062	17
Handicapped Services Representative I	17981	RC-062	11
Health Facilities Surveyor I	18011	RC-062	16
Health Facilities Surveyor II	18012	RC-062	19
Health Facilities Surveyor III	18013	RC-062	20
Health Information Administrator	18041	RC-062	15
Health Services Investigator I – Opt. A	18181	RC-062	19
Health Services Investigator II – Opt. A	18185	RC-062	22
Health Services Investigator II – Opt. C	18187	RC-062	25

SUBTITLE B

Historical Documents Conservator I	18981	RC-062	13
Historical Exhibits Designer	18985	RC-062	15
Historical Research Editor II	19002	RC-062	14
Human Relations Representative	19670	RC-062	16
Human Resources Representative	19692	RC-062	17
Human Resources Specialist	19693	RC-062	20
Human Rights Investigator I	19774	RC-062	16
Human Rights Investigator II	19775	RC-062	18
Human Rights Investigator III	19776	RC-062	19
Human Rights Mediator	19771	RC-062	17
Human Rights Specialist I	19778	RC-062	14
Human Rights Specialist II	19779	RC-062	16
Human Rights Specialist III	19780	RC-062	18
Human Services Casework Manager	19788	RC-062	20
Human Services Caseworker	19785	RC-062	16
Human Services Grants Coordinator I	19791	RC-062	14
Human Services Grants Coordinator II	19792	RC-062	17
Human Services Grants Coordinator III	19793	RC-062	20
Human Services Grants Coordinator Trainee	19796	RC-062	12
Human Services Sign Language Interpreter	19810	RC-062	16
Iconographer	19880	RC-062	12
Industrial and Community Development Representative I	21051	RC-062	17
Industrial and Community Development Representative II	21052	RC-062	19
Industrial Services Consultant I	21121	RC-062	14
Industrial Services Consultant II	21122	RC-062	16
Industrial Services Consultant Trainee	21125	RC-062	11
Industrial Services Hygienist	21127	RC-062	19
Industrial Services Hygienist Technician	21130	RC-062	16
Industrial Services Hygienist Trainee	21133	RC-062	12
Information Technology/Communication Systems Specialist I	21216	RC-062	19
Information Technology/Communication Systems Specialist II	21217	RC-062	24
Instrument Designer	21500	RC-062	18
Insurance Analyst III	21563	RC-062	14
Insurance Analyst IV	21564	RC-062	16
Insurance Company Claims Examiner II	21602	RC-062	19
Insurance Company Field Staff Examiner	21608	RC-062	16
Insurance Company Financial Examiner Trainee	21610	RC-062	13

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Insurance Performance Examiner I	21671	RC-062	14
Insurance Performance Examiner II	21672	RC-062	17
Insurance Performance Examiner III	21673	RC-062	20
Intermittent Unemployment Insurance Representative	21689	RC-062	12H
Internal Auditor I	21721	RC-062	17
Internal Security Investigator I, not Department of Corrections	21731	RC-062	18
Internal Security Investigator II, not Department of Corrections	21732	RC-062	21
International Marketing Representative I, Department of Agriculture	21761	RC-062	14
Juvenile Justice Youth and Family Specialist, Option 1	21991	RC-062	18
Juvenile Justice Youth and Family Specialist, Option 2	21992	RC-062	20
KidCare Supervisor	22003	RC-062	20
Labor Conciliator	22750	RC-062	20
Laboratory Equipment Specialist	22990	RC-062	18
Laboratory Quality Specialist I	23021	RC-062	19
Laboratory Quality Specialist II	23022	RC-062	21
Laboratory Research Specialist I	23027	RC-062	19
Laboratory Research Specialist II	23028	RC-062	21
Land Acquisition Agent I	23091	RC-062	15
Land Acquisition Agent II	23092	RC-062	18
Land Acquisition Agent III	23093	RC-062	21
Land Reclamation Specialist I	23131	RC-062	14
Land Reclamation Specialist II	23132	RC-062	17
Liability Claims Adjuster I	23371	RC-062	14
Liability Claims Adjuster II	23372	RC-062	18
Library Associate	23430	RC-062	12
Life Sciences Career Trainee	23600	RC-062	12
Liquor Control Special Agent II	23752	RC-062	15
Local Historical Services Representative	24000	RC-062	17
Local Housing Advisor I	24031	RC-062	14
Local Housing Advisor II	24032	RC-062	16
Local Housing Advisor III	24033	RC-062	18
Local Revenue and Fiscal Advisor I	24101	RC-062	15
Local Revenue and Fiscal Advisor II	24102	RC-062	17
Local Revenue and Fiscal Advisor III	24103	RC-062	19

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Lottery Regional Coordinator	24504	RC-062	19
Lottery Sales Representative	24515	RC-062	16
Management Operations Analyst I	25541	RC-062	18
Management Operations Analyst II	25542	RC-062	20
Manpower Planner I	25591	RC-062	14
Manpower Planner II	25592	RC-062	17
Manpower Planner III	25593	RC-062	20
Manpower Planner Trainee	25597	RC-062	12
Medical Assistance Consultant I	26501	RC-062	13
Medical Assistance Consultant II	26502	RC-062	16
Medical Assistance Consultant III	26503	RC-062	19
Mental Health Administrator I	26811	RC-062	18
Mental Health Administrator II	26812	RC-062	20
Mental Health Administrator Trainee	26817	RC-062	16
Mental Health Recovery Support Specialist I	26921	RC-062	17
Mental Health Recovery Support Specialist II	26922	RC-062	18
Mental Health Specialist I	26924	RC-062	12
Mental Health Specialist II	26925	RC-062	14
Mental Health Specialist III	26926	RC-062	16
Mental Health Specialist Trainee	26928	RC-062	11
Meteorologist	27120	RC-062	18
Methods and Procedures Advisor I	27131	RC-062	14
Methods and Procedures Advisor II	27132	RC-062	16
Methods and Procedures Advisor III	27133	RC-062	20
Methods and Procedures Career Associate I	27135	RC-062	11
Methods and Procedures Career Associate II	27136	RC-062	12
Methods and Procedures Career Associate Trainee	27137	RC-062	09
Metrologist Associate	27146	RC-062	15
Microbiologist I	27151	RC-062	16
Microbiologist II	27152	RC-062	19
Museum Theater Systems Technician (Abraham Lincoln Presidential Library and Museum)	28700	RC-062	15
Natural Resources Advanced Specialist	28833	RC-062	20
Natural Resources Coordinator	28831	RC-062	15
Natural Resources Specialist	28832	RC-062	18
Oral Health Consultant	30317	RC-062	18
Paralegal Assistant	30860	RC-062	14
Pension and Death Benefits Technician I	30961	RC-062	12
Pension and Death Benefits Technician II	30962	RC-062	19
Plumbing Consultant (Department of Public Health)	32910	RC-062	22
Police Training Specialist	32990	RC-062	17

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Private Secretary I	34201	RC-062	16
Program Integrity Auditor I	34631	RC-062	16
Program Integrity Auditor II	34632	RC-062	19
Program Integrity Auditor Trainee	34635	RC-062	12
Property Consultant	34900	RC-062	15
Public Aid Investigator	35870	RC-062	19
Public Aid Investigator Trainee	35874	RC-062	14
Public Aid Lead Casework Specialist	35880	RC-062	17
Public Aid Program Quality Analyst	35890	RC-062	19
Public Aid Quality Control Reviewer	35892	RC-062	17
Public Aid Quality Control Supervisor	35900	RC-062	19
Public Aid Staff Development Specialist I	36071	RC-062	15
Public Aid Staff Development Specialist II	36072	RC-062	17
Public Health Educator Associate	36434	RC-062	14
Public Health Program Specialist I	36611	RC-062	14
Public Health Program Specialist II	36612	RC-062	16
Public Health Program Specialist III	36613	RC-062	19
Public Health Program Specialist Trainee	36615	RC-062	12
Public Information Coordinator	36750	RC-062	18
Public Information Officer III	37003	RC-062	19
Public Information Officer IV	37004	RC-062	21
Public Safety Drug Screening Specialist	37006	RC-062	17
Public Safety Inspector	37007	RC-062	16
Public Safety Inspector Trainee	37010	RC-062	10
Public Service Administrator, Option 8Z	37015	RC-062	19
Public Service Administrator, Options 2, 6, 7 Gaming Board and Departments of Healthcare and Family Services and Revenue, 8C, 9A and 9B	37015	RC-062	24
Public Service Administrator, Options 8B and 8Y	37015	RC-062	23
Railroad Safety Specialist I	37601	RC-062	19
Railroad Safety Specialist II	37602	RC-062	21
Railroad Safety Specialist III	37603	RC-062	23
Railroad Safety Specialist IV	37604	RC-062	25
Real Estate Investigator	37730	RC-062	19
Real Estate Professions Examiner	37760	RC-062	22
Recreation Worker I	38001	RC-062	12
Recreation Worker II	38002	RC-062	14
Rehabilitation Counselor	38145	RC-062	17
Rehabilitation Counselor Senior	38158	RC-062	19
Rehabilitation Counselor Trainee	38159	RC-062	15
Rehabilitation Services Advisor I	38176	RC-062	20

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Rehabilitation Workshop Supervisor I	38194	RC-062	12
Rehabilitation Workshop Supervisor II	38195	RC-062	14
Rehabilitation Workshop Supervisor III	38196	RC-062	16
Reimbursement Officer I	38199	RC-062	14
Reimbursement Officer II	38200	RC-062	16
Research Economist	38209	RC-062	18
Research Scientist I	38231	RC-062	13
Research Scientist II	38232	RC-062	16
Research Scientist III	38233	RC-062	20
Residential Services Supervisor	38280	RC-062	15
Resource Planner I	38281	RC-062	17
Resource Planner II	38282	RC-062	19
Resource Planner III	38283	RC-062	22
Retirement Benefits Representative (State Retirement Systems)	38313	RC-062	12
Retirement Benefits Representative Supervisor (State Retirement Systems)	38314	RC-062	14
Retirement Benefits Representative Trainee (State Retirement Systems)	38316	RC-062	10
Retirement System Disability Specialist	38310	RC-062	19
Revenue Audit Supervisor	38369	RC-062	25
Revenue Audit Supervisor (states other than IL and not assigned to RC-062-29 – Hired prior to April 1, 2013)	38369	RC-062	27
Revenue Audit Supervisor (See Note – Hired prior to April 1, 2013)	38369	RC-062	29
Revenue Auditor I	38371	RC-062	16
Revenue Auditor I (states other than IL and not assigned to RC-062-21 – Hired prior to April 1, 2013)	38371	RC-062	19
Revenue Auditor I (See Note – Hired prior to April 1, 2013)	38371	RC-062	21
Revenue Auditor II	38372	RC-062	19
Revenue Auditor II (states other than IL and not assigned to RC-062-24 – Hired prior to April 1, 2013)	38372	RC-062	22
Revenue Auditor II (See Note – Hired prior to April 1, 2013)	38372	RC-062	24

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Revenue Auditor III	38373	RC-062	22
Revenue Auditor III (states other than IL and not assigned to RC-062-26 – Hired prior to April 1, 2013)	38373	RC-062	24
Revenue Auditor III (See Note – Hired prior to April 1, 2013)	38373	RC-062	26
Revenue Auditor Trainee	38375	RC-062	12
Revenue Auditor Trainee (states other than IL and not assigned to RC-062-15 – Hired prior to April 1, 2013)	38375	RC-062	13
Revenue Auditor Trainee (See Note – Hired prior to April 1, 2013)	38375	RC-062	15
Revenue Collection Officer I	38401	RC-062	15
Revenue Collection Officer II	38402	RC-062	17
Revenue Collection Officer III	38403	RC-062	19
Revenue Collection Officer Trainee	38405	RC-062	12
Revenue Computer Audit Specialist	38425	RC-062	23
Revenue Computer Audit Specialist (states other than IL and not assigned to RC-062-27 – Hired prior to April 1, 2013)	38425	RC-062	25
Revenue Computer Audit Specialist (See Note – Hired prior to April 1, 2013)	38425	RC-062	27
Revenue Senior Special Agent	38557	RC-062	23
Revenue Special Agent	38558	RC-062	19
Revenue Special Agent Trainee	38565	RC-062	14
Revenue Tax Specialist I	38571	RC-062	12
Revenue Tax Specialist II (IL)	38572	RC-062	14
Revenue Tax Specialist II (states other than IL, CA or NJ)	38572	RC-062	17
Revenue Tax Specialist II (CA or NJ)	38572	RC-062	19
Revenue Tax Specialist III	38573	RC-062	17
Revenue Tax Specialist Trainee	38575	RC-062	10
Sex Offender Therapist I	40531	RC-062	17
Sex Offender Therapist II	40532	RC-062	19
Site Assistant Superintendent I	41071	RC-062	15
Site Assistant Superintendent II	41072	RC-062	17
Site Interpretive Coordinator	41093	RC-062	13
Site Services Specialist I	41117	RC-062	15
Site Services Specialist II	41118	RC-062	17

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Social Service Consultant I	41301	RC-062	18
Social Service Consultant II	41302	RC-062	19
Social Service Program Planner I	41311	RC-062	15
Social Service Program Planner II	41312	RC-062	17
Social Service Program Planner III	41313	RC-062	20
Social Service Program Planner IV	41314	RC-062	22
Social Services Career Trainee	41320	RC-062	12
Social Worker I	41411	RC-062	17
Staff Development Specialist I	41771	RC-062	18
Staff Development Technician I	41781	RC-062	12
Staff Development Technician II	41782	RC-062	15
State Mine Inspector	42230	RC-062	19
State Mine Inspector-at-Large	42240	RC-062	21
State Police Field Specialist I	42001	RC-062	18
State Police Field Specialist II	42002	RC-062	20
Statistical Research Specialist I	42741	RC-062	12
Statistical Research Specialist II	42742	RC-062	14
Statistical Research Specialist III	42743	RC-062	17
Storage Tank Safety Specialist	43005	RC-062	18
Telecommunications Specialist	45295	RC-062	15
Telecommunications Systems Analyst	45308	RC-062	17
Telecommunications Systems Technician I	45312	RC-062	10
Telecommunications Systems Technician II	45313	RC-062	13
Terrorism Research Specialist I	45371	RC-062	18
Terrorism Research Specialist II	45372	RC-062	20
Terrorism Research Specialist III	45373	RC-062	22
Terrorism Research Specialist Trainee	45375	RC-062	14
Unemployment Insurance Adjudicator I	47001	RC-062	11
Unemployment Insurance Adjudicator II	47002	RC-062	13
Unemployment Insurance Adjudicator III	47003	RC-062	15
Unemployment Insurance Revenue Analyst I	47081	RC-062	15
Unemployment Insurance Revenue Analyst II	47082	RC-062	17
Unemployment Insurance Revenue Specialist	47087	RC-062	13
Unemployment Insurance Special Agent	47096	RC-062	18
Vehicle Emission Compliance Supervisor, Environmental Protection Agency	47583	RC-062	15
Veterans Educational Specialist I	47681	RC-062	15
Veterans Educational Specialist II	47682	RC-062	17
Veterans Educational Specialist III	47683	RC-062	21
Veterans Employment Representative I	47701	RC-062	14
Veterans Employment Representative II	47702	RC-062	16

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Volunteer Services Coordinator I	48481	RC-062	13
Volunteer Services Coordinator II	48482	RC-062	16
Volunteer Services Coordinator III	48483	RC-062	18
Wage Claims Specialist	48770	RC-062	09
Weatherization Specialist I	49101	RC-062	14
Weatherization Specialist II	49102	RC-062	17
Weatherization Specialist III	49103	RC-062	20
Weatherization Specialist Trainee	49105	RC-062	12
Workers Compensation Insurance Compliance Investigator	49640	RC-062	20

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – Pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in

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the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

**Effective July 1, 2020
Bargaining Unit: RC-062**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
9	B	3188	3291	3395	3448	3554	3667	3782	3902	4018	4209	4376
9	Q	3317	3423	3531	3588	3698	3816	3934	4063	4184	4383	4561
9	S	3383	3492	3603	3661	3774	3895	4015	4144	4266	4468	4647
10	B	3288	3395	3502	3557	3688	3797	3923	4047	4171	4384	4562
10	Q	3419	3531	3641	3702	3837	3952	4087	4215	4347	4578	4761
10	S	3489	3603	3715	3778	3913	4032	4166	4294	4435	4664	4849

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11	B	3409	3520	3629	3689	3814	3938	4081	4215	4346	4576	4759
11	Q	3544	3659	3773	3839	3976	4104	4251	4394	4532	4777	4967
11	S	3612	3730	3847	3915	4052	4183	4333	4476	4618	4862	5056
12	B	3544	3659	3773	3839	3980	4109	4264	4403	4565	4810	5001
12	Q	3686	3808	3926	3996	4143	4280	4444	4597	4762	5022	5224
12	S	3758	3879	4003	4074	4222	4361	4530	4684	4851	5112	5318
12H	B	21.81	22.52	23.22	23.62	24.49	25.29	26.24	27.10	28.09	29.60	30.78
12H	Q	22.68	23.43	24.16	24.59	25.50	26.34	27.35	28.29	29.30	30.90	32.15
12H	S	23.13	23.87	24.63	25.07	25.98	26.84	27.88	28.82	29.85	31.46	32.73
13	B	3676	3795	3914	3983	4129	4286	4445	4608	4781	5048	5247
13	Q	3825	3950	4075	4147	4298	4469	4644	4814	4991	5274	5486
13	S	3897	4024	4151	4226	4382	4556	4733	4899	5080	5366	5581
14	B	3830	3955	4079	4153	4310	4478	4675	4845	5028	5323	5536
14	Q	3992	4121	4251	4330	4493	4679	4880	5063	5257	5562	5783
14	S	4063	4196	4327	4410	4582	4761	4967	5154	5346	5651	5874
14H	B	23.57	24.34	25.10	25.56	26.52	27.56	28.77	29.82	30.94	32.76	34.07
14H	Q	24.57	25.36	26.16	26.65	27.65	28.79	30.03	31.16	32.35	34.23	35.59
14H	S	25.00	25.82	26.63	27.14	28.20	29.30	30.57	31.72	32.90	34.78	36.15
15	B	3980	4110	4240	4319	4509	4695	4877	5075	5266	5584	5804
15	Q	4152	4287	4422	4506	4703	4899	5097	5307	5503	5830	6067
15	S	4226	4365	4502	4588	4791	4985	5186	5397	5592	5923	6159
16	B	4164	4299	4435	4520	4721	4930	5134	5349	5563	5891	6128
16	Q	4342	4485	4627	4715	4930	5156	5370	5591	5814	6160	6409
16	S	4426	4570	4712	4807	5019	5244	5460	5679	5905	6245	6495

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16H	B	25.62	26.46	27.29	27.82	29.05	30.34	31.59	32.92	34.23	36.25	37.71
16H	Q	26.72	27.60	28.47	29.02	30.34	31.73	33.05	34.41	35.78	37.91	39.44
16H	S	27.24	28.12	29.00	29.58	30.89	32.27	33.60	34.95	36.34	38.43	39.97
17	B	4361	4502	4644	4736	4954	5181	5401	5620	5848	6196	6444
17	Q	4546	4695	4844	4941	5177	5415	5642	5871	6112	6475	6737
17	S	4629	4779	4930	5029	5269	5507	5735	5962	6200	6569	6830
18	B	4587	4737	4885	4984	5224	5465	5717	5948	6188	6556	6820
18	Q	4788	4944	5100	5206	5462	5716	5975	6219	6467	6855	7128
18	S	4866	5025	5184	5292	5549	5804	6066	6309	6560	6940	7221
19	B	4831	4988	5145	5251	5519	5780	6046	6304	6566	6966	7244
19	J	4831	4988	5145	5251	5519	5780	6046	6304	6566	6966	7244
19	Q	5047	5212	5375	5489	5771	6036	6325	6587	6864	7278	7570
19	S	5130	5296	5465	5583	5862	6130	6414	6679	6955	7368	7662
20	B	5100	5267	5433	5548	5829	6098	6391	6669	6945	7367	7661
20	Q	5328	5501	5675	5799	6090	6378	6681	6968	7257	7701	8010
20	S	5411	5589	5765	5890	6181	6467	6769	7057	7347	7787	8099
21	B	5384	5559	5735	5861	6162	6459	6760	7067	7363	7822	8134
21	U	5384	5559	5735	5861	6162	6459	6760	7067	7363	7822	8134
21	Q	5623	5808	5991	6125	6439	6750	7064	7388	7697	8175	8502
21	S	5706	5893	6080	6215	6527	6837	7157	7477	7784	8265	8594
22	B	5690	5874	6060	6195	6518	6835	7159	7490	7802	8288	8620
22	Q	5941	6135	6329	6472	6812	7146	7481	7826	8156	8661	9004
22	S	6026	6225	6421	6566	6898	7236	7570	7919	8249	8752	9102

SUBTITLE B

23	B	6031	6229	6426	6571	6919	7275	7619	7969	8314	8841	9195
23	Q	6303	6510	6717	6870	7234	7603	7961	8332	8692	9236	9605
23	S	6384	6593	6801	6960	7322	7693	8052	8419	8782	9327	9696
24	B	6414	6626	6835	6994	7365	7753	8123	8500	8882	9440	9816
24	J	6414	6626	6835	6994	7365	7753	8123	8500	8882	9440	9816
24	Q	6703	6922	7142	7310	7700	8100	8492	8879	9281	9865	10260
24	S	6786	7009	7230	7401	7786	8188	8577	8972	9373	9953	10351
25	B	6836	7060	7283	7455	7862	8278	8690	9102	9518	10128	10532
25	J	6836	7060	7283	7455	7862	8278	8690	9102	9518	10128	10532
25	Q	7137	7372	7605	7787	8215	8645	9084	9517	9947	10583	11007
25	S	7221	7458	7695	7879	8305	8736	9171	9603	10032	10673	11103
26	B	7288	7527	7766	7955	8391	8837	9282	9716	10152	10805	11238
26	U	7288	7527	7766	7955	8391	8837	9282	9716	10152	10805	11238
26	Q	7640	7889	8139	8340	8790	9255	9723	10178	10632	11321	11773
26	S	7709	7962	8213	8415	8874	9345	9817	10274	10735	11432	11890
27	B	7777	8033	8289	8493	8955	9426	9903	10368	10835	11533	11997
27	J	7777	8033	8289	8493	8955	9426	9903	10368	10835	11533	11997
27	U	7777	8033	8289	8493	8955	9426	9903	10368	10835	11533	11997
27	Q	8128	8394	8661	8876	9358	9852	10355	10839	11325	12057	12540
28	B	8158	8426	8693	8910	9392	9890	10393	10880	11368	12103	12589
29	U	8561	8840	9121	9349	9859	10379	10905	11417	11929	12701	13208

SUBTITLE B

**Effective July 1, 2021
Bargaining Unit: RC-062**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>STEPS</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
9	B	3339	3446	3554	3584	3694	3812	3931	4056	4177	4375	4549
9	Q	3473	3583	3695	3730	3844	3967	4089	4223	4349	4556	4741
9	S	3542	3655	3770	3806	3923	4049	4174	4308	4435	4644	4831
10	B	3443	3554	3665	3698	3834	3947	4078	4207	4336	4557	4742
10	Q	3579	3695	3810	3848	3989	4108	4248	4381	4519	4759	4949
10	S	3652	3770	3887	3927	4068	4191	4331	4464	4610	4848	5041
11	B	3569	3684	3797	3835	3965	4094	4242	4381	4518	4757	4947
11	Q	3709	3829	3947	3991	4133	4266	4419	4568	4711	4966	5163
11	S	3780	3902	4024	4070	4212	4348	4504	4653	4800	5054	5256
12	B	3709	3829	3947	3991	4137	4271	4432	4577	4745	5000	5199
12	Q	3857	3983	4106	4154	4307	4449	4620	4779	4950	5220	5430
12	S	3931	4057	4186	4235	4389	4533	4709	4869	5043	5314	5528
12H	B	22.82	23.56	24.29	24.56	25.46	26.28	27.27	28.17	29.20	30.77	31.99
12H	Q	23.74	24.51	25.27	25.56	26.50	27.38	28.43	29.41	30.46	32.12	33.42
12H	S	24.19	24.97	25.76	26.06	27.01	27.90	28.98	29.96	31.03	32.70	34.02
13	B	3846	3970	4094	4140	4292	4455	4621	4790	4970	5247	5454
13	Q	4001	4131	4261	4311	4468	4646	4827	5004	5188	5482	5703
13	S	4076	4208	4340	4393	4555	4736	4920	5093	5281	5578	5801

SUBTITLE B

14	B	4006	4136	4265	4317	4480	4655	4860	5036	5227	5533	5755
14	Q	4175	4309	4444	4501	4670	4864	5073	5263	5465	5782	6011
14	S	4248	4387	4523	4584	4763	4949	5163	5358	5557	5874	6106
14H	B	24.65	25.45	26.25	26.57	27.57	28.65	29.91	30.99	32.17	34.05	35.42
14H	Q	25.69	26.52	27.35	27.70	28.74	29.93	31.22	32.39	33.63	35.58	36.99
14H	S	26.14	27.00	27.83	28.21	29.31	30.46	31.77	32.97	34.20	36.15	37.58
15	B	4162	4297	4432	4490	4687	4880	5070	5275	5474	5805	6033
15	Q	4341	4481	4622	4684	4889	5093	5298	5517	5720	6060	6307
15	S	4418	4562	4705	4769	4980	5182	5391	5610	5813	6157	6402
16	B	4353	4494	4635	4699	4907	5125	5337	5560	5783	6124	6370
16	Q	4539	4687	4835	4901	5125	5360	5582	5812	6044	6403	6662
16	S	4626	4776	4923	4997	5217	5451	5676	5903	6138	6492	6752
16H	B	26.79	27.66	28.52	28.92	30.20	31.54	32.84	34.22	35.59	37.69	39.20
16H	Q	27.93	28.84	29.75	30.16	31.54	32.98	34.35	35.77	37.19	39.40	41.00
16H	S	28.47	29.39	30.30	30.75	32.10	33.54	34.93	36.33	37.77	39.95	41.55
17	B	4558	4705	4852	4923	5150	5386	5614	5842	6079	6441	6699
17	Q	4751	4905	5060	5136	5381	5629	5865	6103	6353	6731	7003
17	S	4837	4993	5150	5228	5477	5725	5962	6197	6445	6828	7100
18	B	4793	4949	5103	5181	5430	5681	5943	6183	6432	6815	7089
18	Q	5002	5164	5326	5412	5678	5942	6211	6465	6722	7126	7410
18	S	5083	5248	5414	5501	5768	6033	6306	6558	6819	7214	7506

SUBTITLE B

19	B	5047	5210	5373	5458	5737	6008	6285	6553	6825	7241	7530
19	J	5047	5210	5373	5458	5737	6008	6285	6553	6825	7241	7530
19	Q	5271	5443	5612	5706	5999	6274	6575	6847	7135	7565	7869
19	S	5358	5530	5706	5804	6094	6372	6667	6943	7230	7659	7965
20	B	5326	5500	5673	5767	6059	6339	6643	6932	7219	7658	7964
20	Q	5563	5743	5924	6028	6331	6630	6945	7243	7544	8005	8326
20	S	5650	5835	6018	6123	6425	6722	7036	7336	7637	8095	8419
21	B	5622	5804	5987	6093	6405	6714	7027	7346	7654	8131	8455
21	U	5622	5804	5987	6093	6405	6714	7027	7346	7654	8131	8455
21	Q	5870	6062	6253	6367	6693	7017	7343	7680	8001	8498	8838
21	S	5956	6151	6345	6460	6785	7107	7440	7772	8091	8591	8933
22	B	5940	6131	6324	6440	6775	7105	7442	7786	8110	8615	8960
22	Q	6201	6402	6604	6728	7081	7428	7776	8135	8478	9003	9360
22	S	6289	6496	6700	6825	7170	7522	7869	8232	8575	9098	9462
23	B	6294	6500	6705	6831	7192	7562	7920	8284	8642	9190	9558
23	Q	6577	6792	7007	7141	7520	7903	8275	8661	9035	9601	9984
23	S	6661	6878	7095	7235	7611	7997	8370	8752	9129	9695	10079
24	B	6692	6913	7130	7270	7656	8059	8444	8836	9233	9813	10204
24	J	6692	6913	7130	7270	7656	8059	8444	8836	9233	9813	10204
24	Q	6993	7220	7449	7599	8004	8420	8827	9230	9648	10255	10665
24	S	7079	7311	7541	7693	8094	8511	8916	9326	9743	10346	10760
25	B	7131	7364	7596	7749	8173	8605	9033	9462	9894	10528	10948
25	J	7131	7364	7596	7749	8173	8605	9033	9462	9894	10528	10948
25	Q	7444	7688	7930	8095	8539	8986	9443	9893	10340	11001	11442
25	S	7531	7778	8024	8190	8633	9081	9533	9982	10428	11095	11542

SUBTITLE B

26	B	7601	7849	8098	8269	8722	9186	9649	10100	10553	11232	11682
26	U	7601	7849	8098	8269	8722	9186	9649	10100	10553	11232	11682
26	Q	7967	8226	8485	8669	9137	9621	10107	10580	11052	11768	12238
26	S	8039	8301	8562	8747	9225	9714	10205	10680	11159	11884	12360
27	B	8109	8375	8641	8828	9309	9798	10294	10778	11263	11989	12471
27	J	8109	8375	8641	8828	9309	9798	10294	10778	11263	11989	12471
27	U	8109	8375	8641	8828	9309	9798	10294	10778	11263	11989	12471
27	Q	8474	8751	9028	9227	9728	10241	10764	11267	11772	12533	13035
28	B	8505	8784	9061	9262	9763	10281	10804	11310	11817	12581	13086
29	U	8924	9214	9506	9718	10248	10789	11336	11868	12400	13203	13730

Effective July 1, 2022
Bargaining Unit: RC-062

Pay Grade	Pay Plan Code	S T E P S										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
9	B	3471	3582	3694	3726	3840	3963	4086	4216	4342	4548	4729
9	Q	3610	3725	3841	3877	3996	4124	4251	4390	4521	4736	4928
9	S	3682	3799	3919	3956	4078	4209	4339	4478	4610	4827	5022
10	B	3579	3694	3810	3844	3985	4103	4239	4373	4507	4737	4929
10	Q	3720	3841	3960	4000	4147	4270	4416	4554	4698	4947	5144
10	S	3796	3919	4041	4082	4229	4357	4502	4640	4792	5039	5240

SUBTITLE B

11	B	3710	3830	3947	3986	4122	4256	4410	4554	4696	4945	5142
11	Q	3856	3980	4103	4149	4296	4435	4594	4748	4897	5162	5367
11	S	3929	4056	4183	4231	4378	4520	4682	4837	4990	5254	5464
12	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
12	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
12	S	4086	4217	4351	4402	4562	4712	4895	5061	5242	5524	5746
12H	B	23.73	24.49	25.25	25.53	26.46	27.32	28.35	29.28	30.35	31.99	33.26
12H	Q	24.67	25.48	26.26	26.57	27.55	28.46	29.55	30.57	31.67	33.39	34.73
12H	S	25.14	25.95	26.78	27.09	28.07	29.00	30.12	31.14	32.26	33.99	35.36
13	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
13	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
13	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
14	B	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982
14	Q	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	S	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
14H	B	25.62	26.46	27.28	27.62	28.66	29.78	31.09	32.22	33.43	35.40	36.81
14H	Q	26.71	27.56	28.43	28.79	29.87	31.11	32.45	33.67	34.96	36.98	38.45
14H	S	27.18	28.06	28.94	29.32	30.47	31.66	33.03	34.28	35.55	37.58	39.06
15	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
15	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
15	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
16	B	4525	4672	4818	4885	5101	5327	5548	5780	6011	6366	6622
16	Q	4718	4872	5026	5095	5327	5572	5802	6042	6283	6656	6925
16	S	4809	4965	5117	5194	5423	5666	5900	6136	6380	6748	7019

SUBTITLE B

16H	B	27.85	28.75	29.65	30.06	31.39	32.78	34.14	35.57	36.99	39.18	40.75
16H	Q	29.03	29.98	30.93	31.35	32.78	34.29	35.70	37.18	38.66	40.96	42.62
16H	S	29.59	30.55	31.49	31.96	33.37	34.87	36.31	37.76	39.26	41.53	43.19
17	B	4738	4891	5044	5117	5353	5599	5836	6073	6319	6695	6964
17	Q	4939	5099	5260	5339	5594	5851	6097	6344	6604	6997	7280
17	S	5028	5190	5353	5435	5693	5951	6197	6442	6700	7098	7380
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
18	S	5284	5455	5628	5718	5996	6271	6555	6817	7088	7499	7802
19	B	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	J	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	Q	5479	5658	5834	5931	6236	6522	6835	7117	7417	7864	8180
19	S	5570	5748	5931	6033	6335	6624	6930	7217	7516	7962	8280
20	B	5536	5717	5897	5995	6298	6589	6905	7206	7504	7960	8279
20	Q	5783	5970	6158	6266	6581	6892	7219	7529	7842	8321	8655
20	S	5873	6065	6256	6365	6679	6988	7314	7626	7939	8415	8752
21	B	5844	6033	6223	6334	6658	6979	7305	7636	7956	8452	8789
21	U	5844	6033	6223	6334	6658	6979	7305	7636	7956	8452	8789
21	Q	6102	6301	6500	6618	6957	7294	7633	7983	8317	8834	9187
21	S	6191	6394	6596	6715	7053	7388	7734	8079	8411	8930	9286
22	B	6175	6373	6574	6694	7043	7386	7736	8094	8430	8955	9314
22	Q	6446	6655	6865	6994	7361	7721	8083	8456	8813	9359	9730
22	S	6537	6753	6965	7095	7453	7819	8180	8557	8914	9457	9836

SUBTITLE B

23	B	6543	6757	6970	7101	7476	7861	8233	8611	8983	9553	9936
23	Q	6837	7060	7284	7423	7817	8215	8602	9003	9392	9980	10378
23	S	6924	7150	7375	7521	7912	8313	8701	9098	9490	10078	10477
24	B	6956	7186	7412	7557	7958	8377	8778	9185	9598	10201	10607
24	J	6956	7186	7412	7557	7958	8377	8778	9185	9598	10201	10607
24	Q	7269	7505	7743	7899	8320	8753	9176	9595	10029	10660	11086
24	S	7359	7600	7839	7997	8414	8847	9268	9694	10128	10755	11185
25	B	7413	7655	7896	8055	8496	8945	9390	9836	10285	10944	11380
25	J	7413	7655	7896	8055	8496	8945	9390	9836	10285	10944	11380
25	Q	7738	7992	8243	8415	8876	9341	9816	10284	10748	11436	11894
25	S	7828	8085	8341	8514	8974	9440	9910	10376	10840	11533	11998
26	B	7901	8159	8418	8596	9067	9549	10030	10499	10970	11676	12143
26	U	7901	8159	8418	8596	9067	9549	10030	10499	10970	11676	12143
26	Q	8282	8551	8820	9011	9498	10001	10506	10998	11489	12233	12721
26	S	8357	8629	8900	9093	9589	10098	10608	11102	11600	12353	12848
27	B	8429	8706	8982	9177	9677	10185	10701	11204	11708	12463	12964
27	J	8429	8706	8982	9177	9677	10185	10701	11204	11708	12463	12964
27	U	8429	8706	8982	9177	9677	10185	10701	11204	11708	12463	12964
27	Q	8809	9097	9385	9591	10112	10646	11189	11712	12237	13028	13550
28	B	8841	9131	9419	9628	10149	10687	11231	11757	12284	13078	13603
29	U	9276	9578	9881	10102	10653	11215	11784	12337	12890	13725	14272

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

SUBTITLE B

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE X RC-063 (Professional Employees, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Actuary III	00203	RC-063	26
Architect	01440	RC-063	22
Chaplain I	06901	RC-063	16
Chaplain II	06902	RC-063	19
Child Welfare Administrative Case Reviewer	07190	RC-063	22
Child Welfare Advanced Specialist	07215	RC-063	19
Child Welfare Court Facilitator	07196	RC-063	22
Child Welfare Senior Specialist	07217	RC-063	22
Child Welfare Specialist	07218	RC-063	18
Civil Engineer I	07601	RC-063	15
Civil Engineer II	07602	RC-063	17
Civil Engineer III	07603	RC-063	19
Civil Engineer IV	07604	RC-063	22
Clinical Pharmacist	08235	RC-063	25
Clinical Psychologist	08250	RC-063	23
Clinical Psychology Associate	08255	RC-063	18
Corrections Assessment Specialist	09758	RC-063	19
Day Care Licensing Representative II	11472	RC-063	18
Dentist I	11751	RC-063	23
Dentist II	11752	RC-063	26
Educator – Career and Technical (9 Months), Illinois School for the Visually Impaired	13103	RC-063	11.5
Electrical Engineer, Department of Public Health	13180	RC-063	22
Environmental Engineer I	13751	RC-063	15
Environmental Engineer II	13752	RC-063	17
Environmental Engineer III	13753	RC-063	19
Environmental Engineer IV	13754	RC-063	22
Environmental Protection Engineer I	13791	RC-063	15
Environmental Protection Engineer II	13792	RC-063	17
Environmental Protection Engineer III	13793	RC-063	19
Environmental Protection Engineer IV	13794	RC-063	22
Environmental Protection Geologist I	13801	RC-063	15
Environmental Protection Geologist II	13802	RC-063	17
Environmental Protection Geologist III	13803	RC-063	19

SUBTITLE B

Fire Protection Engineer (State Fire Marshal)	15340	RC-063	22
Geographic Information Specialist I	17271	RC-063	19
Geographic Information Specialist II	17272	RC-063	23
Geographic Information Trainee	17276	RC-063	15
Graduate Pharmacist	17345	RC-063	20
Hearing and Speech Advanced Specialist	18227	RC-063	22
Hearing and Speech Associate	18231	RC-063	18
Hearing and Speech Specialist	18233	RC-063	20
Historical Library Chief of Acquisitions	16987	RC-063	19
Information Services Intern	21160	RC-063	15
Information Services Specialist I	21161	RC-063	17
Information Services Specialist II	21162	RC-063	19
Information Systems Analyst I	21165	RC-063	21
Information Systems Analyst II	21166	RC-063	23
Information Systems Analyst III	21167	RC-063	25
Laboratory Research Scientist	23025	RC-063	23
Landscape Architect	23145	RC-063	22
Landscape Planner	23150	RC-063	19
Librarian I	23401	RC-063	16
Librarian II	23402	RC-063	18
Management Systems Specialist	25583	RC-063	21
Manuscripts Manager, Abraham Lincoln Presidential Library and Museum	25610	RC-063	19
Mechanical Engineer I	26201	RC-063	15
Mechanical Engineer II	26202	RC-063	17
Mechanical Engineer III	26203	RC-063	19
Nutritionist	29820	RC-063	18
Occupational Therapist	29900	RC-063	17
Occupational Therapist Program Coordinator	29908	RC-063	19
Occupational Therapist Supervisor	29910	RC-063	21
Pharmacy Manager (Department of Human Services)	32025	RC-063	27
Pharmacy Services Coordinator	32010	RC-063	25
Physical Therapist	32145	RC-063	17
Physical Therapist Program Coordinator	32153	RC-063	19
Podiatrist	32960	RC-063	14
Project Designer	34725	RC-063	19

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Psychologist I	35611	RC-063	17
Psychologist II	35612	RC-063	20
Psychologist III	35613	RC-063	22
Psychologist Associate	35626	RC-063	15
Public Health Educator	36430	RC-063	19
Public Service Administrator, Option 8D	37015	RC-063	23
Public Service Administrator, Option 8P Department of Human Services	37015	RC-063	26
Public Service Administrator, Option 8U Department of Human Services	37015	RC-063	21
Public Service Administrator, Options 1, 3, 4, 6, 6E, 7 Criminal Justice Information Authority, 8A Department of Public Health, 8E, 8N, 8S Departments of Human Services and Veterans' Affairs and 8T	37015	RC-063	24
Public Service Administrator, Options 8H, 8I Department of Natural Resources and 9G	37015	RC-063	22
Rehabilitation/Mobility Instructor	38163	RC-063	19
Rehabilitation/Mobility Instructor Trainee	38167	RC-063	15
School Psychologist	39200	RC-063	19
Social Worker II	41412	RC-063	19
Social Worker III	41413	RC-063	20
Social Worker IV	41414	RC-063	22
Staff Pharmacist	41787	RC-063	24
Statistical Research Supervisor	42745	RC-063	20
Veterinarian I	47901	RC-063	18
Veterinarian II	47902	RC-063	20
Veterinarian III	47903	RC-063	21
Vision/Hearing Consultant I	47941	RC-063	16
Vision/Hearing Consultant II	47942	RC-063	20
Vision/Hearing Consultant III	47943	RC-063	21

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

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Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – Pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled (see Section 310.220(f)) above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number

SUBTITLE B

of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation.

Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002 shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2020
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
11.5	B	3283	3389	3495	3552	3715	3885	4051	4215	4385	4647	4833
11.5	Q	3423	3534	3645	3705	3883	4063	4231	4404	4584	4856	5052
11.5	S	3484	3597	3710	3773	3952	4131	4301	4472	4650	4926	5122
14	B	3830	3955	4079	4153	4310	4478	4675	4845	5028	5323	5536
14	Q	3992	4121	4251	4330	4493	4679	4880	5063	5257	5562	5783
14	S	4063	4196	4327	4410	4582	4761	4967	5154	5346	5651	5874
15	B	3980	4110	4240	4319	4509	4695	4877	5075	5266	5584	5804
15	Q	4152	4287	4422	4506	4703	4899	5097	5307	5503	5830	6067
15	S	4226	4365	4502	4588	4791	4985	5186	5397	5592	5923	6159
16	B	4164	4299	4435	4520	4721	4930	5134	5349	5563	5891	6128
16	Q	4342	4485	4627	4715	4930	5156	5370	5591	5814	6160	6409
16	S	4426	4570	4712	4807	5019	5244	5460	5679	5905	6245	6495
17	B	4361	4502	4644	4736	4954	5181	5401	5620	5848	6196	6444
17	Q	4546	4695	4844	4941	5177	5415	5642	5871	6112	6475	6737
17	S	4629	4779	4930	5029	5269	5507	5735	5962	6200	6569	6830
18	B	4587	4737	4885	4984	5224	5465	5717	5948	6188	6556	6820
18	Q	4788	4944	5100	5206	5462	5716	5975	6219	6467	6855	7128
18	S	4866	5025	5184	5292	5549	5804	6066	6309	6560	6940	7221

SUBTITLE B

19	B	4831	4988	5145	5251	5519	5780	6046	6304	6566	6966	7244
19	Q	5047	5212	5375	5489	5771	6036	6325	6587	6864	7278	7570
19	S	5130	5296	5465	5583	5862	6130	6414	6679	6955	7368	7662
20	B	5100	5267	5433	5548	5829	6098	6391	6669	6945	7367	7661
20	Q	5328	5501	5675	5799	6090	6378	6681	6968	7257	7701	8010
20	S	5411	5589	5765	5890	6181	6467	6769	7057	7347	7787	8099
21	B	5384	5559	5735	5861	6162	6459	6760	7067	7363	7822	8134
21	Q	5623	5808	5991	6125	6439	6750	7064	7388	7697	8175	8502
21	S	5706	5893	6080	6215	6527	6837	7157	7477	7784	8265	8594
22	B	5690	5874	6060	6195	6518	6835	7159	7490	7802	8288	8620
22	Q	5941	6135	6329	6472	6812	7146	7481	7826	8156	8661	9004
22	S	6026	6225	6421	6566	6898	7236	7570	7919	8249	8752	9102
23	B	6031	6229	6426	6571	6919	7275	7619	7969	8314	8841	9195
23	Q	6303	6510	6717	6870	7234	7603	7961	8332	8692	9236	9605
23	S	6384	6593	6801	6960	7322	7693	8052	8419	8782	9327	9696
24	B	6414	6626	6835	6994	7365	7753	8123	8500	8882	9440	9816
24	Q	6703	6922	7142	7310	7700	8100	8492	8879	9281	9865	10260
24	S	6786	7009	7230	7401	7786	8188	8577	8972	9373	9953	10351
25	B	6836	7060	7283	7455	7862	8278	8690	9102	9518	10128	10532
25	Q	7137	7372	7605	7787	8215	8645	9084	9517	9947	10583	11007
25	S	7221	7458	7695	7879	8305	8736	9171	9603	10032	10673	11103
26	B	7288	7527	7766	7955	8391	8837	9282	9716	10152	10805	11238
26	Q	7640	7889	8139	8340	8790	9255	9723	10178	10632	11321	11773
26	S	7709	7962	8213	8415	8874	9345	9817	10274	10735	11432	11890
27	B	7777	8033	8289	8493	8955	9426	9903	10368	10835	11533	11997
27	Q	8128	8394	8661	8876	9358	9852	10355	10839	11325	12057	12540

SUBTITLE B

28	B	8158	8426	8693	8910	9392	9890	10393	10880	11368	12103	12589
29	B	8561	8840	9121	9349	9859	10379	10905	11417	11929	12701	13208

**Effective July 1, 2021
Bargaining Unit: RC-063**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
11.5	B	3438	3548	3658	3692	3862	4038	4211	4381	4558	4831	5024
11.5	Q	3583	3699	3814	3851	4036	4223	4398	4578	4765	5048	5252
11.5	S	3647	3764	3882	3922	4108	4294	4471	4649	4834	5121	5324
14	B	4006	4136	4265	4317	4480	4655	4860	5036	5227	5533	5755
14	Q	4175	4309	4444	4501	4670	4864	5073	5263	5465	5782	6011
14	S	4248	4387	4523	4584	4763	4949	5163	5358	5557	5874	6106
15	B	4162	4297	4432	4490	4687	4880	5070	5275	5474	5805	6033
15	Q	4341	4481	4622	4684	4889	5093	5298	5517	5720	6060	6307
15	S	4418	4562	4705	4769	4980	5182	5391	5610	5813	6157	6402
16	B	4353	4494	4635	4699	4907	5125	5337	5560	5783	6124	6370
16	Q	4539	4687	4835	4901	5125	5360	5582	5812	6044	6403	6662
16	S	4626	4776	4923	4997	5217	5451	5676	5903	6138	6492	6752
17	B	4558	4705	4852	4923	5150	5386	5614	5842	6079	6441	6699
17	Q	4751	4905	5060	5136	5381	5629	5865	6103	6353	6731	7003
17	S	4837	4993	5150	5228	5477	5725	5962	6197	6445	6828	7100
18	B	4793	4949	5103	5181	5430	5681	5943	6183	6432	6815	7089
18	Q	5002	5164	5326	5412	5678	5942	6211	6465	6722	7126	7410
18	S	5083	5248	5414	5501	5768	6033	6306	6558	6819	7214	7506

SUBTITLE B

19	B	5047	5210	5373	5458	5737	6008	6285	6553	6825	7241	7530
19	Q	5271	5443	5612	5706	5999	6274	6575	6847	7135	7565	7869
19	S	5358	5530	5706	5804	6094	6372	6667	6943	7230	7659	7965
20	B	5326	5500	5673	5767	6059	6339	6643	6932	7219	7658	7964
20	Q	5563	5743	5924	6028	6331	6630	6945	7243	7544	8005	8326
20	S	5650	5835	6018	6123	6425	6722	7036	7336	7637	8095	8419
21	B	5622	5804	5987	6093	6405	6714	7027	7346	7654	8131	8455
21	Q	5870	6062	6253	6367	6693	7017	7343	7680	8001	8498	8838
21	S	5956	6151	6345	6460	6785	7107	7440	7772	8091	8591	8933
22	B	5940	6131	6324	6440	6775	7105	7442	7786	8110	8615	8960
22	Q	6201	6402	6604	6728	7081	7428	7776	8135	8478	9003	9360
22	S	6289	6496	6700	6825	7170	7522	7869	8232	8575	9098	9462
23	B	6294	6500	6705	6831	7192	7562	7920	8284	8642	9190	9558
23	Q	6577	6792	7007	7141	7520	7903	8275	8661	9035	9601	9984
23	S	6661	6878	7095	7235	7611	7997	8370	8752	9129	9695	10079
24	B	6692	6913	7130	7270	7656	8059	8444	8836	9233	9813	10204
24	Q	6993	7220	7449	7599	8004	8420	8827	9230	9648	10255	10665
24	S	7079	7311	7541	7693	8094	8511	8916	9326	9743	10346	10760
25	B	7131	7364	7596	7749	8173	8605	9033	9462	9894	10528	10948
25	Q	7444	7688	7930	8095	8539	8986	9443	9893	10340	11001	11442
25	S	7531	7778	8024	8190	8633	9081	9533	9982	10428	11095	11542
26	B	7601	7849	8098	8269	8722	9186	9649	10100	10553	11232	11682
26	Q	7967	8226	8485	8669	9137	9621	10107	10580	11052	11768	12238
26	S	8039	8301	8562	8747	9225	9714	10205	10680	11159	11884	12360
27	B	8109	8375	8641	8828	9309	9798	10294	10778	11263	11989	12471
27	Q	8474	8751	9028	9227	9728	10241	10764	11267	11772	12533	13035

SUBTITLE B

28	B	8505	8784	9061	9262	9763	10281	10804	11310	11817	12581	13086
29	B	8924	9214	9506	9718	10248	10789	11336	11868	12400	13203	13730

**Effective July 1, 2022
Bargaining Unit: RC-063**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
11.5	B	3574	3688	3802	3838	4015	4198	4377	4554	4738	5022	5222
11.5	Q	3725	3845	3965	4003	4195	4390	4572	4759	4953	5247	5459
11.5	S	3791	3913	4035	4077	4270	4464	4648	4833	5025	5323	5534
14	B	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982
14	Q	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	S	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
15	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
15	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
15	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
16	B	4525	4672	4818	4885	5101	5327	5548	5780	6011	6366	6622
16	Q	4718	4872	5026	5095	5327	5572	5802	6042	6283	6656	6925
16	S	4809	4965	5117	5194	5423	5666	5900	6136	6380	6748	7019
17	B	4738	4891	5044	5117	5353	5599	5836	6073	6319	6695	6964
17	Q	4939	5099	5260	5339	5594	5851	6097	6344	6604	6997	7280
17	S	5028	5190	5353	5435	5693	5951	6197	6442	6700	7098	7380
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
18	S	5284	5455	5628	5718	5996	6271	6555	6817	7088	7499	7802

SUBTITLE B

19	B	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	Q	5479	5658	5834	5931	6236	6522	6835	7117	7417	7864	8180
19	S	5570	5748	5931	6033	6335	6624	6930	7217	7516	7962	8280
20	B	5536	5717	5897	5995	6298	6589	6905	7206	7504	7960	8279
20	Q	5783	5970	6158	6266	6581	6892	7219	7529	7842	8321	8655
20	S	5873	6065	6256	6365	6679	6988	7314	7626	7939	8415	8752
21	B	5844	6033	6223	6334	6658	6979	7305	7636	7956	8452	8789
21	Q	6102	6301	6500	6618	6957	7294	7633	7983	8317	8834	9187
21	S	6191	6394	6596	6715	7053	7388	7734	8079	8411	8930	9286
22	B	6175	6373	6574	6694	7043	7386	7736	8094	8430	8955	9314
22	Q	6446	6655	6865	6994	7361	7721	8083	8456	8813	9359	9730
22	S	6537	6753	6965	7095	7453	7819	8180	8557	8914	9457	9836
23	B	6543	6757	6970	7101	7476	7861	8233	8611	8983	9553	9936
23	Q	6837	7060	7284	7423	7817	8215	8602	9003	9392	9980	10378
23	S	6924	7150	7375	7521	7912	8313	8701	9098	9490	10078	10477
24	B	6956	7186	7412	7557	7958	8377	8778	9185	9598	10201	10607
24	Q	7269	7505	7743	7899	8320	8753	9176	9595	10029	10660	11086
24	S	7359	7600	7839	7997	8414	8847	9268	9694	10128	10755	11185
25	B	7413	7655	7896	8055	8496	8945	9390	9836	10285	10944	11380
25	Q	7738	7992	8243	8415	8876	9341	9816	10284	10748	11436	11894
25	S	7828	8085	8341	8514	8974	9440	9910	10376	10840	11533	11998
26	B	7901	8159	8418	8596	9067	9549	10030	10499	10970	11676	12143
26	Q	8282	8551	8820	9011	9498	10001	10506	10998	11489	12233	12721
26	S	8357	8629	8900	9093	9589	10098	10608	11102	11600	12353	12848
27	B	8429	8706	8982	9177	9677	10185	10701	11204	11708	12463	12964
27	Q	8809	9097	9385	9591	10112	10646	11189	11712	12237	13028	13550
28	B	8841	9131	9419	9628	10149	10687	11231	11757	12284	13078	13603

SUBTITLE B

29 B 9276 9578 9881 10102 10653 11215 11784 12337 12890 13725 14272

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Y RC-063 (Educators, Juvenile Justice School Counselors and Special Education Resources Coordinators, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Months</u>	<u>Education Levels</u>	<u>Pay Plan Codes</u>
Educator	13100	RC-063	12	All	E, L, & P
Educator	13100	RC-063	9	All	M, O, V, W & X
Juvenile Justice School Counselor	21970	RC-063	12	MA through MA+32	L & P
Special Education Resources Coordinator	41680	RC-063	12	All	L & P

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

SUBTITLE B

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

SUBTITLE B

Effective July 1, 2020
Bargaining Unit: RC-063

12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	E	4453	4598	4743	4839	5065	5287	5530	5814	6084	6601	6864
1	BA	L	4518	4665	4811	4909	5135	5366	5613	5900	6174	6698	6965
1	BA	P	4596	4746	4897	4996	5230	5451	5700	5988	6267	6786	7057
2	BA + 8 Hours	E	4570	4720	4868	4966	5196	5431	5716	6009	6292	6824	7099
2	BA + 8 Hours	L	4640	4791	4943	5043	5272	5508	5797	6093	6384	6925	7201
2	BA + 8 Hours	P	4721	4873	5027	5131	5365	5598	5887	6185	6475	7011	7292
3	BA + 16 Hours	E	4679	4831	4984	5085	5329	5600	5896	6180	6494	7044	7325
3	BA + 16 Hours	L	4745	4901	5055	5160	5405	5680	5983	6272	6589	7146	7433
3	BA + 16 Hours	P	4826	4984	5140	5247	5495	5772	6073	6361	6681	7236	7526
4	BA + 24 Hours	E	4785	4941	5095	5200	5461	5770	6074	6385	6695	7275	7566
4	BA + 24 Hours	L	4853	5012	5170	5278	5543	5854	6163	6482	6793	7379	7676
4	BA + 24 Hours	P	4937	5098	5261	5370	5630	5942	6249	6573	6883	7474	7771
5	MA	E	4906	5066	5226	5335	5617	5938	6255	6584	6891	7492	7793
5	MA	L	4975	5137	5298	5410	5700	6024	6346	6679	6999	7603	7910
5	MA	P	5060	5224	5389	5503	5788	6112	6432	6768	7088	7693	8001
6	MA + 16 Hours	E	4994	5157	5320	5432	5750	6067	6384	6715	7030	7645	7948
6	MA + 16 Hours	L	5066	5230	5396	5510	5830	6154	6477	6818	7132	7758	8067
6	MA + 16 Hours	P	5146	5315	5482	5599	5923	6242	6572	6906	7227	7840	8156
7	MA + 32 Hours	E	5145	5314	5481	5598	5913	6238	6563	6888	7208	7828	8141
7	MA + 32 Hours	L	5220	5390	5560	5679	6000	6329	6661	6994	7314	7939	8259
7	MA + 32 Hours	P	5301	5476	5648	5771	6088	6420	6750	7086	7403	8032	8354

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9- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	M	3289	3396	3503	3572	3769	3975	4170	4384	4588	5035	5235
01	BA	O	3289	3396	3503	3572	3769	3975	4170	4384	4588	5035	5235
01	BA	V	3289	3396	3503	3572	3769	3975	4170	4384	4588	5035	5235
01	BA	W	3338	3446	3554	3624	3820	4034	4233	4450	4657	5109	5311
01	BA	X	3395	3505	3617	3688	3890	4098	4298	4516	4726	5176	5382
02	BA + 8 Hours	M	3390	3501	3612	3684	3882	4094	4306	4530	4746	5198	5406
02	BA + 8 Hours	O	3390	3501	3612	3684	3882	4094	4306	4530	4746	5198	5406
02	BA + 8 Hours	V	3390	3501	3612	3684	3882	4094	4306	4530	4746	5198	5406
02	BA + 8 Hours	W	3442	3554	3668	3741	3939	4153	4368	4593	4815	5276	5484
02	BA + 8 Hours	X	3501	3616	3730	3806	4008	4221	4435	4662	4883	5341	5553
03	BA + 16 Hours	M	3478	3591	3704	3780	4001	4225	4445	4658	4894	5369	5584
03	BA + 16 Hours	O	3478	3591	3704	3780	4001	4225	4445	4658	4894	5369	5584
03	BA + 16 Hours	V	3478	3591	3704	3780	4001	4225	4445	4658	4894	5369	5584
03	BA + 16 Hours	W	3528	3643	3757	3836	4059	4285	4511	4726	4965	5447	5666
03	BA + 16 Hours	X	3588	3705	3820	3900	4126	4354	4578	4794	5035	5515	5737
04	BA + 24 Hours	M	3574	3690	3807	3885	4120	4350	4580	4819	5049	5541	5765
04	BA + 24 Hours	O	3574	3690	3807	3885	4120	4350	4580	4819	5049	5541	5765
04	BA + 24 Hours	V	3574	3690	3807	3885	4120	4350	4580	4819	5049	5541	5765
04	BA + 24 Hours	W	3625	3743	3863	3943	4182	4415	4648	4892	5123	5620	5850
04	BA + 24 Hours	X	3688	3809	3930	4013	4246	4481	4712	4961	5191	5692	5923
05	MA	M	3683	3803	3924	4004	4238	4475	4715	4961	5196	5703	5932
05	MA	O	3683	3803	3924	4004	4238	4475	4715	4961	5196	5703	5932
05	MA	V	3683	3803	3924	4004	4238	4475	4715	4961	5196	5703	5932
05	MA	W	3735	3857	3978	4062	4300	4540	4783	5033	5278	5787	6021
05	MA	X	3798	3921	4046	4131	4368	4607	4850	5099	5344	5856	6089
06	MA + 16 Hours	M	3769	3891	4015	4099	4336	4575	4817	5065	5296	5813	6042
06	MA + 16 Hours	O	3769	3891	4015	4099	4336	4575	4817	5065	5296	5813	6042
06	MA + 16 Hours	V	3769	3891	4015	4099	4336	4575	4817	5065	5296	5813	6042
06	MA + 16 Hours	W	3823	3948	4073	4159	4396	4640	4887	5143	5374	5898	6133
06	MA + 16 Hours	X	3884	4011	4137	4226	4466	4708	4959	5209	5444	5962	6201

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07	MA + 32 Hours	M	3881	4009	4135	4223	4461	4702	4948	5193	5433	5953	6193
07	MA + 32 Hours	O	3881	4009	4135	4223	4461	4702	4948	5193	5433	5953	6193
07	MA + 32 Hours	V	3881	4009	4135	4223	4461	4702	4948	5193	5433	5953	6193
07	MA + 32 Hours	W	3937	4067	4194	4284	4527	4770	5022	5273	5512	6037	6282
07	MA + 32 Hours	X	3999	4131	4260	4353	4592	4839	5089	5342	5580	6109	6355

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12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	E	4654	4805	4955	5030	5265	5496	5748	6044	6324	6862	7135
1	BA	L	4721	4874	5026	5103	5338	5578	5835	6133	6418	6963	7240
1	BA	P	4803	4958	5115	5193	5437	5666	5925	6225	6515	7054	7336
2	BA + 8 Hours	E	4776	4931	5085	5162	5401	5646	5942	6246	6541	7094	7379
2	BA + 8 Hours	L	4848	5005	5163	5242	5480	5726	6026	6334	6636	7199	7485
2	BA + 8 Hours	P	4932	5090	5251	5334	5577	5819	6120	6429	6731	7288	7580
3	BA + 16 Hours	E	4889	5047	5206	5286	5539	5821	6129	6424	6751	7322	7614
3	BA + 16 Hours	L	4957	5120	5280	5364	5618	5904	6219	6520	6849	7428	7727
3	BA + 16 Hours	P	5042	5206	5368	5454	5712	6000	6313	6612	6945	7522	7823
4	BA + 24 Hours	E	4999	5161	5321	5405	5677	5998	6314	6637	6959	7562	7865
4	BA + 24 Hours	L	5070	5235	5399	5486	5762	6085	6406	6738	7061	7670	7979
4	BA + 24 Hours	P	5157	5324	5494	5582	5852	6177	6496	6833	7155	7769	8078
5	MA	E	5125	5291	5457	5546	5839	6173	6502	6844	7163	7788	8101
5	MA	L	5197	5365	5532	5624	5925	6262	6597	6943	7275	7903	8222
5	MA	P	5285	5455	5627	5720	6017	6353	6686	7035	7368	7997	8317
6	MA + 16 Hours	E	5216	5386	5555	5647	5977	6307	6636	6980	7308	7947	8262
6	MA + 16 Hours	L	5291	5462	5634	5728	6060	6397	6733	7087	7414	8064	8386
6	MA + 16 Hours	P	5374	5550	5724	5820	6157	6489	6832	7179	7512	8150	8478

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7	MA + 32 Hours	E	5373	5549	5722	5819	6147	6484	6822	7160	7493	8137	8463
7	MA + 32 Hours	L	5451	5628	5805	5903	6237	6579	6924	7270	7603	8253	8585
7	MA + 32 Hours	P	5535	5717	5896	5999	6328	6674	7017	7366	7695	8349	8684

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Bargaining Unit: RC-063

9- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	M	3438	3549	3660	3713	3918	4132	4335	4557	4769	5234	5442
01	BA	O	3438	3549	3660	3713	3918	4132	4335	4557	4769	5234	5442
01	BA	V	3438	3549	3660	3713	3918	4132	4335	4557	4769	5234	5442
01	BA	W	3489	3601	3713	3767	3971	4193	4400	4626	4841	5311	5521
01	BA	X	3548	3662	3779	3834	4044	4260	4468	4694	4913	5380	5595
02	BA + 8 Hours	M	3543	3658	3773	3830	4035	4256	4476	4709	4933	5403	5620
02	BA + 8 Hours	O	3543	3658	3773	3830	4035	4256	4476	4709	4933	5403	5620
02	BA + 8 Hours	V	3543	3658	3773	3830	4035	4256	4476	4709	4933	5403	5620
02	BA + 8 Hours	W	3597	3713	3832	3889	4095	4317	4541	4774	5005	5484	5701
02	BA + 8 Hours	X	3658	3778	3896	3956	4166	4388	4610	4846	5076	5552	5772
03	BA + 16 Hours	M	3634	3752	3869	3929	4159	4392	4621	4842	5087	5581	5805
03	BA + 16 Hours	O	3634	3752	3869	3929	4159	4392	4621	4842	5087	5581	5805
03	BA + 16 Hours	V	3634	3752	3869	3929	4159	4392	4621	4842	5087	5581	5805
03	BA + 16 Hours	W	3686	3806	3924	3988	4219	4454	4689	4913	5161	5662	5890
03	BA + 16 Hours	X	3748	3870	3990	4054	4289	4526	4759	4983	5234	5733	5964
04	BA + 24 Hours	M	3734	3855	3976	4038	4283	4522	4761	5009	5248	5760	5993
04	BA + 24 Hours	O	3734	3855	3976	4038	4283	4522	4761	5009	5248	5760	5993
04	BA + 24 Hours	V	3734	3855	3976	4038	4283	4522	4761	5009	5248	5760	5993
04	BA + 24 Hours	W	3787	3910	4034	4099	4347	4589	4832	5085	5325	5842	6081
04	BA + 24 Hours	X	3852	3978	4104	4172	4414	4658	4898	5157	5396	5917	6157
05	MA	M	3847	3972	4098	4162	4405	4652	4901	5157	5401	5928	6166
05	MA	O	3847	3972	4098	4162	4405	4652	4901	5157	5401	5928	6166
05	MA	V	3847	3972	4098	4162	4405	4652	4901	5157	5401	5928	6166
05	MA	W	3901	4028	4154	4222	4470	4719	4972	5232	5486	6016	6259
05	MA	X	3967	4095	4225	4294	4541	4789	5042	5300	5555	6087	6330

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06	MA + 16 Hours	M	3937	4063	4192	4261	4507	4756	5007	5265	5505	6043	6281
06	MA + 16 Hours	O	3937	4063	4192	4261	4507	4756	5007	5265	5505	6043	6281
06	MA + 16 Hours	V	3937	4063	4192	4261	4507	4756	5007	5265	5505	6043	6281
06	MA + 16 Hours	W	3993	4123	4253	4323	4570	4823	5080	5346	5586	6131	6375
06	MA + 16 Hours	X	4056	4188	4319	4393	4642	4894	5155	5415	5659	6197	6446
07	MA + 32 Hours	M	4053	4186	4317	4390	4637	4888	5143	5398	5648	6188	6438
07	MA + 32 Hours	O	4053	4186	4317	4390	4637	4888	5143	5398	5648	6188	6438
07	MA + 32 Hours	V	4053	4186	4317	4390	4637	4888	5143	5398	5648	6188	6438
07	MA + 32 Hours	W	4111	4246	4378	4453	4706	4958	5220	5481	5730	6275	6530
07	MA + 32 Hours	X	4176	4313	4447	4525	4773	5030	5290	5553	5800	6350	6606

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Bargaining Unit: RC-063

12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	E	4838	4995	5151	5229	5473	5713	5975	6283	6574	7133	7417
1	BA	L	4907	5067	5225	5305	5549	5798	6065	6375	6672	7238	7526
1	BA	P	4993	5154	5317	5398	5652	5890	6159	6471	6772	7333	7626
2	BA + 8 Hours	E	4965	5126	5286	5366	5614	5869	6177	6493	6799	7374	7670
2	BA + 8 Hours	L	5039	5203	5367	5449	5696	5952	6264	6584	6898	7483	7781
2	BA + 8 Hours	P	5127	5291	5458	5545	5797	6049	6362	6683	6997	7576	7879
3	BA + 16 Hours	E	5082	5246	5412	5495	5758	6051	6371	6678	7018	7611	7915
3	BA + 16 Hours	L	5153	5322	5489	5576	5840	6137	6465	6778	7120	7721	8032
3	BA + 16 Hours	P	5241	5412	5580	5669	5938	6237	6562	6873	7219	7819	8132
4	BA + 24 Hours	E	5196	5365	5531	5618	5901	6235	6563	6899	7234	7861	8176
4	BA + 24 Hours	L	5270	5442	5612	5703	5990	6325	6659	7004	7340	7973	8294
4	BA + 24 Hours	P	5361	5534	5711	5802	6083	6421	6753	7103	7438	8076	8397
5	MA	E	5327	5500	5673	5765	6070	6417	6759	7114	7446	8096	8421
5	MA	L	5402	5577	5751	5846	6159	6509	6858	7217	7562	8215	8547
5	MA	P	5494	5670	5849	5946	6255	6604	6950	7313	7659	8313	8646
6	MA + 16 Hours	E	5422	5599	5774	5870	6213	6556	6898	7256	7597	8261	8588
6	MA + 16 Hours	L	5500	5678	5857	5954	6299	6650	6999	7367	7707	8383	8717
6	MA + 16 Hours	P	5586	5769	5950	6050	6400	6745	7102	7463	7809	8472	8813

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7	MA + 32 Hours	E	5585	5768	5948	6049	6390	6740	7091	7443	7789	8458	8797
7	MA + 32 Hours	L	5666	5850	6034	6136	6483	6839	7197	7557	7903	8579	8924
7	MA + 32 Hours	P	5754	5943	6129	6236	6578	6938	7294	7657	7999	8679	9027

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9- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	M	3574	3689	3805	3860	4073	4295	4506	4737	4957	5441	5657
01	BA	O	3574	3689	3805	3860	4073	4295	4506	4737	4957	5441	5657
01	BA	V	3574	3689	3805	3860	4073	4295	4506	4737	4957	5441	5657
01	BA	W	3627	3743	3860	3916	4128	4359	4574	4809	5032	5521	5739
01	BA	X	3688	3807	3928	3985	4204	4428	4644	4879	5107	5593	5816
02	BA + 8 Hours	M	3683	3802	3922	3981	4194	4424	4653	4895	5128	5616	5842
02	BA + 8 Hours	O	3683	3802	3922	3981	4194	4424	4653	4895	5128	5616	5842
02	BA + 8 Hours	V	3683	3802	3922	3981	4194	4424	4653	4895	5128	5616	5842
02	BA + 8 Hours	W	3739	3860	3983	4043	4257	4488	4720	4963	5203	5701	5926
02	BA + 8 Hours	X	3802	3927	4050	4112	4331	4561	4792	5037	5277	5771	6000
03	BA + 16 Hours	M	3778	3900	4022	4084	4323	4565	4804	5033	5288	5801	6034
03	BA + 16 Hours	O	3778	3900	4022	4084	4323	4565	4804	5033	5288	5801	6034
03	BA + 16 Hours	V	3778	3900	4022	4084	4323	4565	4804	5033	5288	5801	6034
03	BA + 16 Hours	W	3832	3956	4079	4146	4386	4630	4874	5107	5365	5886	6123
03	BA + 16 Hours	X	3896	4023	4148	4214	4458	4705	4947	5180	5441	5959	6200
04	BA + 24 Hours	M	3881	4007	4133	4198	4452	4701	4949	5207	5455	5988	6230
04	BA + 24 Hours	O	3881	4007	4133	4198	4452	4701	4949	5207	5455	5988	6230
04	BA + 24 Hours	V	3881	4007	4133	4198	4452	4701	4949	5207	5455	5988	6230
04	BA + 24 Hours	W	3937	4064	4193	4261	4519	4770	5023	5286	5535	6073	6321
04	BA + 24 Hours	X	4004	4135	4266	4337	4588	4842	5091	5361	5609	6151	6400
05	MA	M	3999	4129	4260	4326	4579	4836	5095	5361	5614	6162	6410
05	MA	O	3999	4129	4260	4326	4579	4836	5095	5361	5614	6162	6410
05	MA	V	3999	4129	4260	4326	4579	4836	5095	5361	5614	6162	6410
05	MA	W	4055	4187	4318	4389	4647	4905	5168	5439	5703	6254	6506
05	MA	X	4124	4257	4392	4464	4720	4978	5241	5509	5774	6327	6580

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06	MA + 16 Hours	M	4093	4223	4358	4429	4685	4944	5205	5473	5722	6282	6529
06	MA + 16 Hours	O	4093	4223	4358	4429	4685	4944	5205	5473	5722	6282	6529
06	MA + 16 Hours	V	4093	4223	4358	4429	4685	4944	5205	5473	5722	6282	6529
06	MA + 16 Hours	W	4151	4286	4421	4494	4751	5014	5281	5557	5807	6373	6627
06	MA + 16 Hours	X	4216	4353	4490	4567	4825	5087	5359	5629	5883	6442	6701
07	MA + 32 Hours	M	4213	4351	4488	4563	4820	5081	5346	5611	5871	6432	6692
07	MA + 32 Hours	O	4213	4351	4488	4563	4820	5081	5346	5611	5871	6432	6692
07	MA + 32 Hours	V	4213	4351	4488	4563	4820	5081	5346	5611	5871	6432	6692
07	MA + 32 Hours	W	4273	4414	4551	4629	4892	5154	5426	5697	5956	6523	6788
07	MA + 32 Hours	X	4341	4483	4623	4704	4962	5229	5499	5772	6029	6601	6867

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Z RC-063 (Physicians, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Physician	32200	RC-063	MD
Physician Specialist, Option A	32221	RC-063	MD-A
Physician Specialist, Option B	32222	RC-063	MD-B
Physician Specialist, Option C	32223	RC-063	MD-C
Physician Specialist, Option D	32224	RC-063	MD-D
Physician Specialist, Option E	32225	RC-063	MD-E

NOTES: Stipend – Effective June 30, 2019, and paid upon ratification of the 2019 collective bargaining agreement, all bargaining unit employees shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

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General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 6 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 6 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 6 in the same or higher pay grade on or before July 1, 2013, the Step 6 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or

SUBTITLE B

before January 1, 2002, shall continue to receive longevity pay after being placed on Step 6 while they remain in the same or lower pay grade.

Effective July 1, 2020
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S								
		1c	1b	1a	1	2	3	4	5	6
MD	B	9846	10169	10493	10764	11382	12006	12626	13254	13867
MD	Q	10290	10626	10963	11251	11896	12547	13196	13848	14493
MD	S	10369	10710	11050	11338	11984	12639	13286	13939	14586
MD-A	B	10409	10750	11092	11382	12087	12791	13495	14198	14899
MD-A	Q	10876	11233	11589	11896	12634	13366	14108	14841	15575
MD-A	S	10957	11316	11678	11984	12721	13459	14196	14933	15665
MD-B	B	11350	11721	12094	12415	13158	13908	14650	15401	16148
MD-B	Q	11861	12252	12643	12981	13753	14538	15316	16095	16874
MD-B	S	11943	12334	12726	13067	13846	14629	15404	16183	16966
MD-C	B	12670	13087	13503	13867	14693	15527	16350	17179	18006
MD-C	Q	13240	13675	14110	14493	15359	16228	17087	17955	18817
MD-C	S	13323	13761	14199	14586	15449	16316	17180	18042	18911
MD-D	B	14180	14647	15111	15527	16350	17179	18006	18831	19661
MD-D	Q	14817	15305	15791	16228	17087	17955	18817	19688	20550
MD-D	S	14897	15386	15876	16316	17180	18042	18911	19774	20637
MD-E	B	15027	15521	16014	16456	17334	18213	19088	19969	20842
MD-E	Q	15702	16219	16735	17200	18116	19036	19949	20868	21782
MD-E	S	15788	16309	16826	17294	18202	19122	20038	20959	21875

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Effective July 1, 2021
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S								
		1c	1b	1a	1	2	3	4	5	6
MD	B	10260	10596	10932	11189	11832	12480	13125	13778	14415
MD	Q	10721	11071	11421	11695	12366	13043	13717	14395	15065
MD	S	10804	11158	11511	11786	12457	13138	13811	14490	15162
MD-A	B	10845	11200	11555	11832	12564	13296	14028	14759	15488
MD-A	Q	11331	11702	12072	12366	13133	13894	14665	15427	16190
MD-A	S	11415	11788	12164	12457	13223	13991	14757	15523	16284
MD-B	B	11823	12209	12597	12905	13678	14457	15229	16009	16786
MD-B	Q	12355	12761	13167	13494	14296	15112	15921	16731	17541
MD-B	S	12440	12846	13254	13583	14393	15207	16012	16822	17636
MD-C	B	13195	13629	14061	14415	15273	16140	16996	17858	18717
MD-C	Q	13788	14240	14692	15065	15966	16869	17762	18664	19560
MD-C	S	13874	14330	14785	15162	16059	16960	17859	18755	19658
MD-D	B	14765	15251	15733	16140	16996	17858	18717	19575	20438
MD-D	Q	15427	15935	16440	16869	17762	18664	19560	20466	21362
MD-D	S	15510	16019	16528	16960	17859	18755	19658	20555	21452
MD-E	B	15646	16159	16672	17106	18019	18932	19842	20758	21665
MD-E	Q	16347	16885	17421	17879	18832	19788	20737	21692	22642
MD-E	S	16437	16978	17516	17977	18921	19877	20830	21787	22739

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Effective July 1, 2022
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S								
		1c	1b	1a	1	2	3	4	5	6
MD	B	10665	11015	11364	11631	12299	12973	13643	14322	14984
MD	Q	11144	11508	11872	12157	12854	13558	14259	14964	15660
MD	S	11231	11599	11966	12252	12949	13657	14357	15062	15761
MD-A	B	11273	11642	12011	12299	13060	13821	14582	15342	16100
MD-A	Q	11779	12164	12549	12854	13652	14443	15244	16036	16830
MD-A	S	11866	12254	12644	12949	13745	14544	15340	16136	16927
MD-B	B	12290	12691	13095	13415	14218	15028	15831	16641	17449
MD-B	Q	12843	13265	13687	14027	14861	15709	16550	17392	18234
MD-B	S	12931	13353	13778	14120	14962	15808	16644	17486	18333
MD-C	B	13716	14167	14616	14984	15876	16778	17667	18563	19456
MD-C	Q	14333	14802	15272	15660	16597	17535	18464	19401	20333
MD-C	S	14422	14896	15369	15761	16693	17630	18564	19496	20434
MD-D	B	15348	15853	16354	16778	17667	18563	19456	20348	21245
MD-D	Q	16036	16564	17089	17535	18464	19401	20333	21274	22206
MD-D	S	16123	16652	17181	17630	18564	19496	20434	21367	22299
MD-E	B	16264	16797	17331	17782	18731	19680	20626	21578	22521
MD-E	Q	16993	17552	18109	18585	19576	20570	21556	22549	23536
MD-E	S	17086	17649	18208	18687	19668	20662	21653	22648	23637

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE AA NR-916 (Departments of Central Management Services, Natural Resources and Transportation, Teamsters)

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Effective December 31, 2014

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>Minimum Salary</u>	<u>Midpoint Salary</u>	<u>Maximum Salary</u>
Cartographer III	06673	NR-916	B	4670	6483	8295
Civil Engineer I	07601	NR-916	B	4540	5775	7010
Civil Engineer II	07602	NR-916	B	4845	6440	8035
Civil Engineer III	07603	NR-916	B	5320	7160	9000
Civil Engineer Trainee	07607	NR-916	B	4275	5118	5960
End-User Computer Services Specialist I	13691	NR-916	B	4105	5710	7315
End-User Computer Services Specialist II	13692	NR-916	B	4670	6483	8295
End-User Computer Systems Analyst	13693	NR-916	B	5015	7085	9155
Engineering Technician I	13731	NR-916	B	2640	3688	4735
Engineering Technician II	13732	NR-916	B	3170	4430	5690
Engineering Technician III	13733	NR-916	B	3840	5308	6775
Engineering Technician IV	13734	NR-916	B	4695	6735	8775
Highway Construction Supervisor I	18525	NR-916	B	4255	5930	7605
Highway Construction Supervisor II	18526	NR-916	B	4755	6773	8790
Technical Manager I	45261	NR-916	B	3605	5003	6400

NOTES: Stipend – All bargaining unit employees on active payroll on the date of ratification shall receive a one time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019. The stipend shall be paid as soon as practicable.

SUBTITLE B

General Increases – The pay rates for all bargaining unit positions shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Increase – Effective July 1, 2019 bargaining unit employees shall receive a one-time longevity increase based on the following years of service with any agency covered under this agreement:

Years of Service	Per Month
5-9.9	\$50
10-14.9	\$75
15-19.9	\$95
20+	\$115

(Source: Amended by preemptory amendment at 44 Ill. Reg. 8083, effective April 22, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE AB RC-150 (Public Service Administrators Option 6, AFSCME)
(Repealed)

(Source: Repealed by preemptory rulemaking at 37 Ill. Reg. 5925, effective April 18, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE AC RC-036 (Public Service Administrators Option 8L Department of Healthcare and Family Services, INA)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Public Service Administrator, Option 8L (Department of Healthcare and Family Services' Office of Inspector General's Bureau of Administrative Legislation)	37015	RC-036	B

SUBTITLE B

NOTES: Stipend – All bargaining unit employees on active payroll on the date of effectuation of the applicable collective bargaining agreement shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019.

Longevity Pay – Effective September 23, 2013, the Step 8 rate shall be increased by \$75 a month for employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall increase by \$100 a month.

**Effective July 1, 2020
RC-036 Bargaining Unit**

S T E P S

<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
6364	6574	6784	6994	7365	7753	8123	8500	8882	9440	9816

**Effective July 1, 2021
RC-036 Bargaining Unit**

S T E P S

<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
6615	6834	7052	7270	7656	8059	8444	8836	9233	9813	10204

**Effective July 1, 2022
RC-036 Bargaining Unit**

S T E P S

<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
6876	7104	7331	7557	7958	8377	8778	9185	9598	10201	10607

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

SUBTITLE B

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE AD RC-184 (Blasting Experts, Blasting Specialists and Blasting Supervisors Department of Natural Resources, SEIU Local 73)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Blasting Expert	04720	RC-184	22
Blasting Specialist	04725	RC-184	21
Blasting Supervisor	04730	RC-184	23

NOTES: Stipend – All bargaining unit employees on active payroll on the date of effectuation of the applicable collective bargaining agreement shall receive a one-time stipend of \$2,500 prorated by 25% for each year the employee was employed from July 1, 2015 through June 30, 2019. The stipend shall be paid as soon as practicable.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Step Increases – Employees shall receive a step increase to the next step upon satisfactory completion of 12 months creditable service.

Sub-Step Increases – Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 increases effective July 1, 2020 and July 1, 2021.

**Effective July 1, 2020
Bargaining Unit: RC-184**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
21	B	5381	5556	5731	5857	6160	6456	6757	7065	7359	7819	8131
22	B	5686	5871	6057	6192	6516	6833	7157	7488	7799	8285	8617
23	B	6027	6226	6422	6567	6916	7272	7615	7967	8312	8837	9192

SUBTITLE B

**Effective July 1, 2021
Bargaining Unit: RC-184**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
21	B	5619	5800	5982	6088	6403	6711	7024	7344	7650	8128	8452
22	B	5936	6128	6321	6437	6773	7103	7440	7784	8107	8612	8957
23	B	6290	6497	6701	6826	7189	7559	7916	8282	8640	9186	9555

**Effective July 1, 2022
Bargaining Unit: RC-184**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
21	B	5841	6029	6218	6328	6656	6976	7301	7634	7952	8449	8786
22	B	6170	6370	6571	6691	7041	7384	7734	8091	8427	8952	9311
23	B	6538	6754	6966	7096	7473	7858	8229	8609	8981	9549	9932

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE AE RC-090 (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)

(Source: Repealed at 42 Ill. Reg. 5357, effective March 9, 2018)

SUBTITLE B

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE A Frozen RC-104-Rates-of-Pay (Conservation Police Supervisors, Laborers' – ISEA Local #2002) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE C Frozen RC-056-Rates-of-Pay (Site Superintendents and Departments of Veterans' Affairs, Natural Resources, Human Services and Agriculture and Historic Preservation Agency Managers, IFPE) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE H Frozen RC-006-Rates-of-Pay (Corrections Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE I Frozen RC-009-Rates-of-Pay (Institutional Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE J Frozen RC-014-Rates-of-Pay (Clerical Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

SUBTITLE B

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE K Frozen RC-023-Rates-of-Pay (Registered Nurses, INA) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE M Frozen RC-110-Rates-of-Pay (Conservation Police Lodge) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE N Frozen RC-010-Rates-of-Pay (Professional Legal Unit, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE O Frozen RC-028-Rates-of-Pay (Paraprofessional Human Services Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE P Frozen RC-029-Rates-of-Pay (Paraprofessional Investigatory and Law Enforcement Employees, IFPE) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE R Frozen RC-042-Rates-of-Pay (Residual Maintenance Workers, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

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Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE S Frozen VR-704-Rates-of-Pay (Departments of Corrections, Financial and Professional Regulation, Juvenile Justice and State Police Supervisors, Laborers' – ISEA Local #2002) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE T Frozen HR-010-Rates-of-Pay (Teachers of Deaf, IFT) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE V Frozen CU-500-Rates-of-Pay (Corrections Meet and Confer Employees) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE W Frozen RC-062-Rates-of-Pay (Technical Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE X Frozen RC-063-Rates-of-Pay (Professional Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE Y Frozen RC-063-Rates-of-Pay (Educator and Educator Trainees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

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Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE Z Frozen RC-063-Rates-of-Pay (Physicians, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE AB Frozen RC-150-Rates-of-Pay (Public Service Administrators Option 6, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE AD Frozen RC-184-Rates-of-Pay (Public Service Administrators Option 8X Department of Natural Resources, SEIU Local 73) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

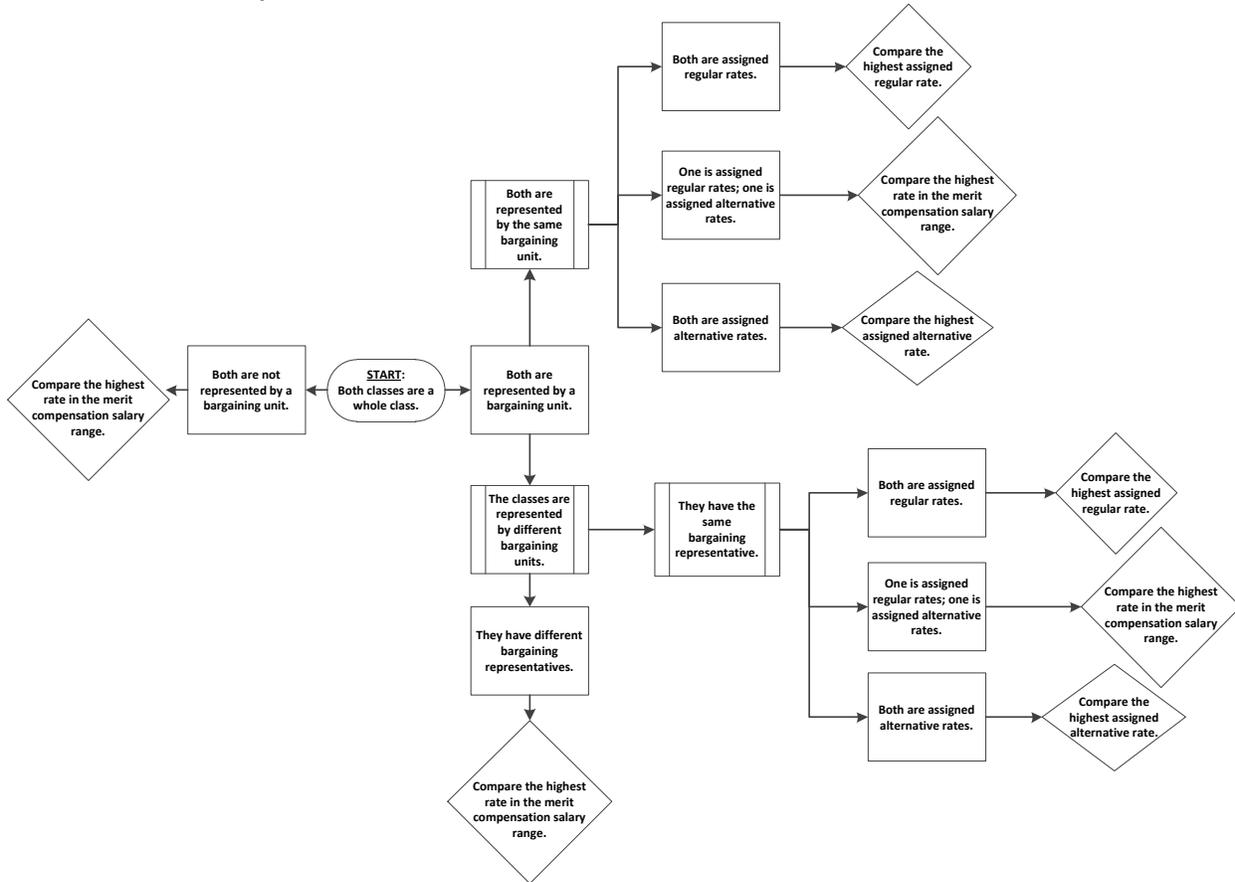
Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE AE Frozen RC-090-Rates-of-Pay (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX C Comparison of Pay Grade or Salary Ranges Assigned to Classifications

Section 310.ILLUSTRATION A Classification Comparison Flow Chart: Both Classes are Whole

Classification Comparison Flow Chart: Both classes are whole.

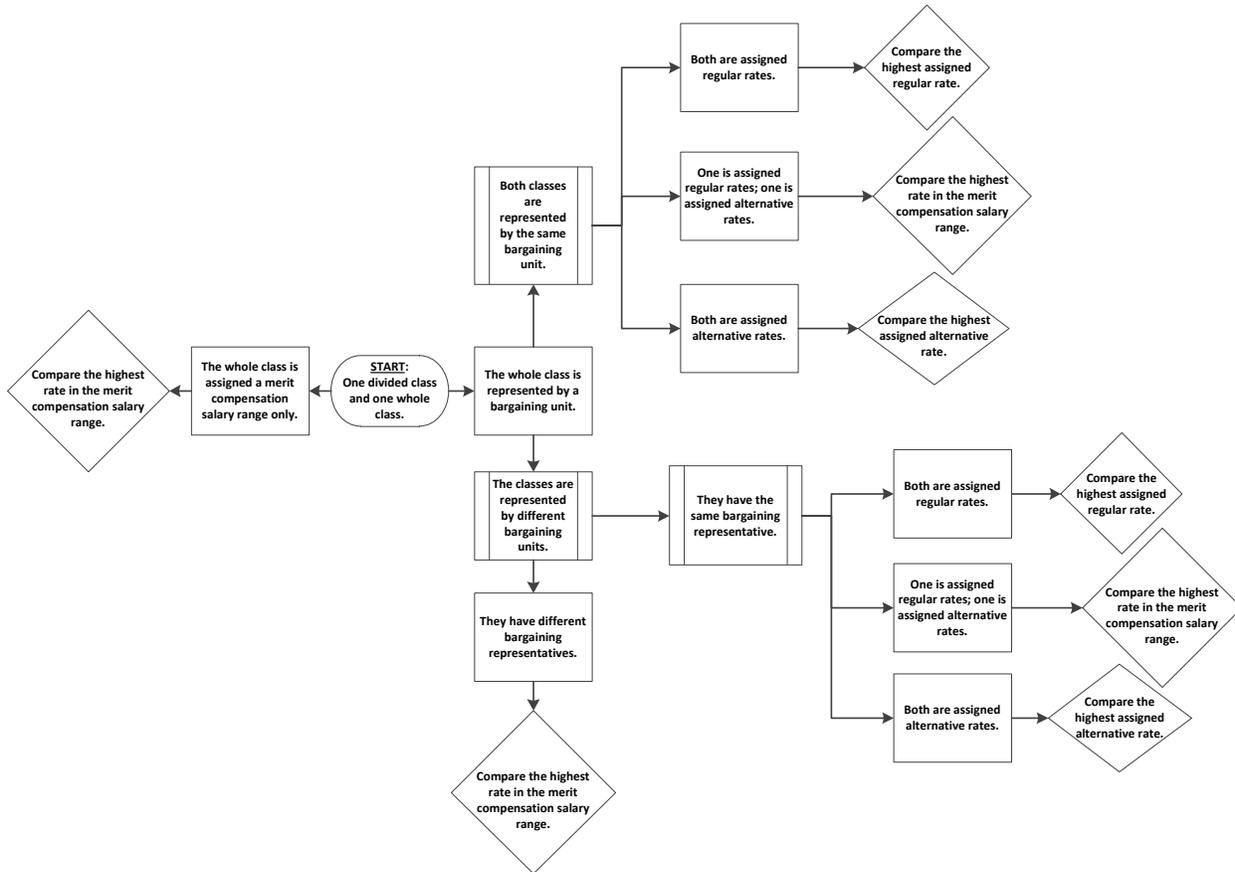


(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

Section 310.APPENDIX C Comparison of Pay Grade or Salary Ranges Assigned to Classifications

Section 310.ILLUSTRATION B Classification Comparison Flow Chart: One Class is Whole and One is Divided

Classification Comparison Flow Chart: One class is whole and one is divided.

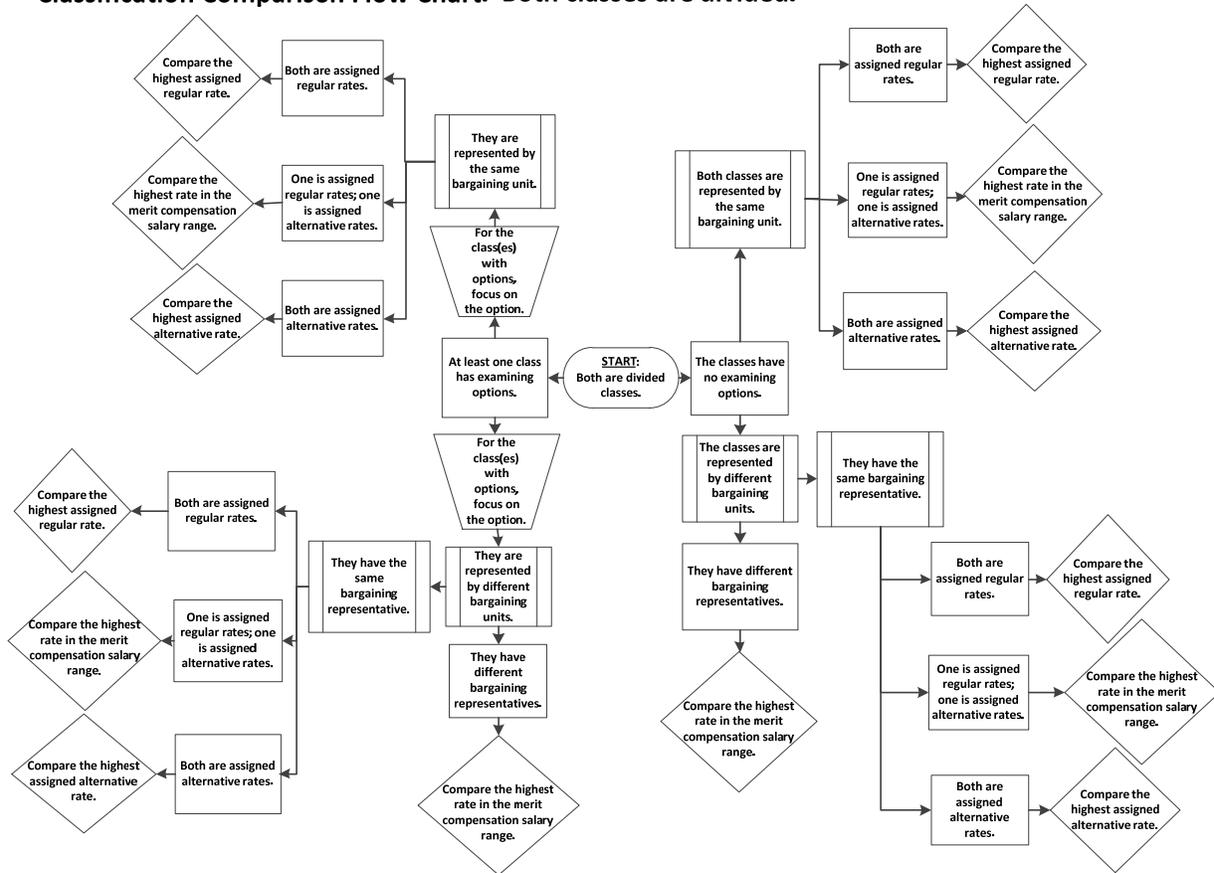


(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

Section 310.APPENDIX C Comparison of Pay Grade or Salary Ranges Assigned to Classifications

Section 310.ILLUSTRATION C Classification Comparison Flow Chart: Both Classes are Divided

Classification Comparison Flow Chart: Both classes are divided.



(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

Section 310.APPENDIX D Merit Compensation System Salary Schedule

Effective January 1, 2021

Salary Range	Minimum Salary	Maximum Salary
MS-01	1794	2990
MS-02	1826	3450

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MS-03	1911	3787
MS-04	2020	4032
MS-05	2138	4245
MS-06	2207	4347
MS-07	2280	4532
MS-08	2367	4727
MS-09	2464	4968
MS-10	2556	5370
MS-11	2611	5727
MS-12	2666	5777
MS-13	2779	6043
MS-14	2892	6087
MS-15	2900	6223
MS-16	3020	6401
MS-17	3059	6428
MS-18	3136	6733
MS-19	3174	6775
MS-20	3258	7169
MS-21	3341	7196
MS-22	3435	7521
MS-23	3528	7609
MS-24	3626	7776
MS-25	3724	8080
MS-26	3831	8521
MS-27	3937	8563
MS-28	4058	8990
MS-29	4178	9134
MS-30	4303	10504
MS-31	4432	11125
MS-32	4565	11841
MS-33	4702	12602
MS-34	4843	13490
MS-35	4988	14391
MS-36	5138	15419
MS-37	5292	16577
MS-38	5451	16972
MS-39	5615	17346

SUBTITLE B

MS-60	8414	18467
MS-61	9093	19554
MS-62	9396	20049
MS-63	5783	21571
MS-64	10441	21758
MS-65	10812	22836
MS-66	10987	23093
MS-67	11163	23355

Effective July 1, 2020

Salary Range	Minimum Salary	Maximum Salary
MS-01	1631	2990
MS-02	1826	3450
MS-03	1911	3787
MS-04	2020	4032
MS-05	2138	4245
MS-06	2207	4347
MS-07	2280	4532
MS-08	2367	4727
MS-09	2464	4968
MS-10	2556	5370
MS-11	2611	5727
MS-12	2666	5777
MS-13	2779	6043
MS-14	2892	6087
MS-15	2900	6223
MS-16	3020	6401
MS-17	3059	6428
MS-18	3136	6733
MS-19	3174	6775
MS-20	3258	7169
MS-21	3341	7196
MS-22	3435	7521
MS-23	3528	7609
MS-24	3626	7776

SUBTITLE B

MS-25	3724	8080
MS-26	3831	8521
MS-27	3937	8563
MS-28	4058	8990
MS-29	4178	9134
MS-30	4303	10504
MS-31	4432	11125
MS-32	4565	11841
MS-33	4702	12602
MS-34	4843	13490
MS-35	4988	14391
MS-36	5138	15419
MS-37	5292	16577
MS-38	5451	16972
MS-39	5615	17346
MS-60	8414	18467
MS-61	9093	19554
MS-62	9396	20049
MS-63	5783	21571
MS-64	10441	21758
MS-65	10812	22836
MS-66	10987	23093
MS-67	11163	23355

NOTE: Effective January 1, 2008, the merit compensation grade 12 in the Personnel Code [20 ILCS 415/8b.18(a) and (b) and 8b.19(a) and (b)] that formerly was indicated by MC-12 is MS-32.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.APPENDIX E Teaching Salary Schedule (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

Section 310.APPENDIX F Physician and Physician Specialist Salary Schedule (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

SUBTITLE B

Section 310.APPENDIX G Broad-Band Pay Range Classes Salary Schedule**Effective November 22, 2019**

Title	Title Code	Minimum Salary	Maximum Salary
Health Information Administrator	18041	2674	7321
Human Resources Representative	19692	2324	6161
Human Resources Specialist	19693	2674	7321
Public Service Administrator	37015	3116	10253
Residential Services Supervisor	38280	2324	6161
Senior Public Service Administrator	40070	4295	12734

Effective July 1, 2013

Title	Title Code	Minimum Salary	Maximum Salary
Health Information Administrator	18041	2674	6972
Human Resources Representative	19692	2324	5868
Human Resources Specialist	19693	2674	6972
Public Service Administrator	37015	3116	9765
Residential Services Supervisor	38280	2324	5868
Senior Public Service Administrator	40070	4295	12128

NOTE: The positions allocated to the Public Service Administrator and Senior Public Service Administrator titles that are assigned to the broad-banded salary range have options. See the definition of option in Section 310.500.

(Source: Amended at 44 Ill. Reg. 6859, effective April 16, 2020)