CMS

ILLINOIS
DEPARTMENT OF CENTRAL
MANAGEMENT SERVICES

PAY PLAN

EFFECTIVE FOR FISCAL YEAR 2017
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TITLE 80: PUBLIC OFFICIALS AND EMPLOYEES
SUBTITLE B: PERSONNEL RULES, PAY PLANS, AND POSITION CLASSIFICATIONS
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1990, for a maximum of 150 days; emergency amendment expired February 8, 1991; corrected at 14 Ill. Reg. 16092; peremptory 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; peremptory amendment at 14 Ill. Reg. 18854, effective November 13, 1990; peremptory 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; peremptory amendment at 15 Ill. Reg. 5100, effective March 20, 1991; peremptory 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; peremptory amendment at 16 Ill. Reg. 5068, effective March 11, 1992; peremptory 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; peremptory 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; peremptory 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; peremptory amendment at 18 Ill. Reg. 13476, effective August 17, 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; peremptory 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; peremptory amendment at 19 Ill. Reg. 2481, effective February 17, 1995; peremptory amendment at 19 Ill. Reg. 3073, effective February 17, 1995; amended at 19 Ill. Reg. 3456, effective March 7, 1995; peremptory amendment at 19 Ill. Reg. 5145, effective March 14, 1995; amended at 19 Ill. Reg. 6452, effective May 2, 1995; peremptory 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; peremptory

amendment at 19 Ill. Reg. 13979, effective September 19, 1995; peremptory 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; peremptory amendment at 20 Ill. Reg. 6334, effective April 22, 1996; peremptory 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; peremptory amendment at 20 Ill. Reg. 13408, effective September 24, 1996; amended at 20 Ill. Reg. 15018, effective November 7, 1996; peremptory 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; peremptory amendment at 21 Ill. Reg. 14267, effective October 14, 1997; peremptory amendment at 21 Ill. Reg. 14589, effective October 15, 1997; peremptory amendment at 21 Ill. Reg. 15030, effective November 10, 1997; amended at 21 Ill. Reg. 16344, effective December 9, 1997; peremptory amendment at 21 Ill. Reg. 16465, effective December 4, 1997; peremptory amendment at 21 Ill. Reg. 17167, effective December 9, 1997; peremptory amendment at 22 Ill. Reg. 1593, effective December 22, 1997; amended at 22 Ill. Reg. 2580, effective January 14, 1998; peremptory amendment at 22 Ill. Reg. 4326, effective February 13, 1998; peremptory amendment at 22 Ill. Reg. 5108, effective February 26, 1998; peremptory amendment at 22 Ill. Reg. 5749, effective March 3, 1998; amended at 22 Ill. Reg. 6204, effective March 12, 1998; peremptory amendment at 22 Ill. Reg. 7053, effective April 1, 1998; peremptory amendment at 22 Ill. Reg. 7320, effective April 10, 1998; peremptory 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; peremptory amendment at 22 Ill. Reg. 15489, effective August 7, 1998; amended at 22 Ill. Reg. 16158, effective August 31, 1998; peremptory amendment at 22 Ill. Reg. 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; 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; peremptory amendment at 27 Ill. Reg. 17433, effective November 7, 2003; amended at 27 Ill. Reg. 18560, effective December 1, 2003; peremptory 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; peremptory amendment at 28 Ill. Reg. 7323, effective May 10, 2004; amended at 28 Ill. Reg. 8842, effective June 11, 2004; peremptory amendment at 28 Ill. Reg. 9717, effective June 28, 2004; amended at 28 Ill. Reg. 12585, effective August 27, 2004; peremptory amendment at 28 Ill. Reg. 13011, effective September 8, 2004; peremptory amendment at 28 Ill. Reg. 13247, effective September 20, 2004; peremptory 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; peremptory amendment at 28 Ill. Reg. 14689, effective October 22, 2004; peremptory amendment at 28 Ill. Reg. 15336, effective November 15, 2004; peremptory amendment at 28 Ill. Reg. 16513, effective December 9, 2004; peremptory amendment at 29 Ill. Reg. 726, effective December 15, 2004; amended at 29 Ill. Reg. 1166, effective January 7, 2005; peremptory amendment at 29 Ill. Reg. 1385, effective January 4, 2005; peremptory amendment at 29 Ill. Reg. 1559, effective January 11, 2005; peremptory amendment at 29 Ill. Reg. 2050, effective January 19, 2005; peremptory amendment at 29 Ill. Reg. 4125, effective February 23, 2005; amended at 29 Ill. Reg. 5375, effective April 4, 2005; peremptory amendment at 29 Ill. Reg. 6105, effective April 14, 2005; peremptory amendment at 29 Ill. Reg. 7217, effective May 6, 2005; peremptory amendment at 29 Ill. Reg. 7840, effective May 10, 2005; amended at 29 Ill. Reg. 8110, effective May 23, 2005; peremptory amendment at 29 Ill. Reg. 8214, effective May 23, 2005; peremptory amendment at 29 Ill. Reg. 8418, effective June 1, 2005; amended at 29 Ill. Reg. 9319, effective July 1, 2005; peremptory amendment at 29 Ill. Reg. 12076, effective July 15, 2005; peremptory amendment at 29 Ill. Reg. 13265, effective August 11, 2005; amended at 29 Ill. Reg. 13540, effective August 22, 2005; peremptory 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; peremptory amendment at 29 Ill. Reg. 20693, effective December 12, 2005; peremptory amendment at 30 Ill. Reg. 623, effective December 28, 2005; peremptory amendment at 30 Ill. Reg. 1382, effective January 13, 2006; amended at 30 Ill. Reg. 2289, effective February 6, 2006; peremptory amendment at 30 Ill. Reg. 4157, effective February 22, 2006; peremptory amendment at 30 Ill. Reg. 5687, effective March 7, 2006; peremptory 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; peremptory amendment at 30 Ill. Reg. 10153, effective May 18, 2006; peremptory 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; peremptory amendment at 30 Ill. Reg. 12418, effective July 1, 2006; amended at 30 Ill. Reg. 12761, effective July 17, 2006; peremptory amendment at 30 Ill. Reg. 13547, effective August 1, 2006; peremptory amendment at 30 Ill. Reg. 15059, effective September 5, 2006; peremptory 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; peremptory amendment at 30 Ill. Reg. 17603, effective October 20, 2006; amended at 30 Ill. Reg. 18610, effective November 20, 2006; peremptory amendment at 30 Ill. Reg. 18823, effective November 21, 2006; peremptory 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; peremptory amendment at 31 Ill. Reg. 2485, effective January 17, 2007; peremptory amendment at 31 Ill. Reg. 4445, effective February 28, 2007; amended at 31 Ill. Reg. 4982, effective March 15, 2007; peremptory 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; peremptory amendment at 31 Ill. Reg. 10496, effective July 6, 2007; peremptory 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; peremptory amendment at 31 Ill. Reg. 13357, effective August 29, 2007; amended at 31 Ill. Reg. 13981, effective September 21, 2007; peremptory 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; peremptory amendment at 32 Ill. Reg. 598, effective December 27, 2007; amended at 32 Ill. Reg. 1082, effective January 11, 2008; peremptory amendment at 32 Ill. Reg. 3095, effective February 13, 2008; peremptory amendment at 32 Ill. Reg. 6097, effective March 25, 2008; peremptory amendment at 32 Ill. Reg. 7154, effective April 17, 2008; expedited correction at 32 Ill. Reg. 9747, effective April 17, 2008; peremptory amendment at 32 Ill. Reg. 9360, effective June 13, 2008; amended at 32 Ill. Reg. 9881, effective July 1, 2008; peremptory amendment at 32 Ill. Reg. 12065, effective July 9, 2008; peremptory amendment at 32 Ill. Reg. 13861, effective August 8, 2008; peremptory amendment at 32 Ill. Reg. 16591, effective September 24, 2008; peremptory amendment at 32 Ill. Reg. 16872, effective October 3, 2008; peremptory amendment at 32 Ill. Reg. 18324, effective November 14, 2008; peremptory amendment at 33 Ill. Reg. 98, effective December 19, 2008; amended at 33 Ill. Reg. 2148, effective January 26, 2009; peremptory amendment at 33 Ill. Reg. 3530, effective February 6, 2009; peremptory amendment at 33 Ill. Reg. 4202, effective February 26, 2009; peremptory amendment at 33 Ill. Reg. 5501, effective March 25, 2009; peremptory amendment at 33 Ill. Reg. 6354, effective April 15, 2009; peremptory amendment at 33 Ill. Reg. 6724, effective May 1, 2009; peremptory 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; peremptory amendment at 33 Ill. Reg. 10823, effective July 2, 2009; peremptory amendment at 33 Ill. Reg. 11082, effective July 10, 2009; peremptory amendment at 33 Ill. Reg. 11698, effective July 23, 2009; peremptory amendment at 33 Ill. Reg. 11895, effective July 31, 2009; peremptory amendment at 33 Ill. Reg. 12872, effective September 3, 2009; amended at 33 Ill. Reg. 14944, effective October 26, 2009; peremptory amendment at 33 Ill. Reg. 16598, effective November 13, 2009; peremptory 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; peremptory amendment at 34 Ill. Reg. 1425, effective January 5, 2010; peremptory amendment at 34 Ill. Reg. 3684, effective March 5, 2010; peremptory amendment at 34 Ill. Reg. 5776, effective April 2, 2010; peremptory amendment at 34 Ill. Reg. 6214, effective April 16, 2010; amended at 34 Ill. Reg. 6583, effective April 30, 2010; peremptory amendment at 34 Ill. Reg. 7528, effective May 14, 2010; amended at 34 Ill. Reg. 7645, effective May 24, 2010; peremptory amendment at 34 Ill. Reg. 7947, effective May 26, 2010; peremptory amendment at 34 Ill. Reg. 8633, effective June 18, 2010; amended at 34 Ill. Reg. 9759, effective July 1, 2010; peremptory amendment at 34 Ill. Reg. 10536, effective July 9, 2010; peremptory 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; peremptory amendment at 34 Ill. Reg. 13204, effective August 26, 2010; peremptory amendment at 34 Ill. Reg. 13657, effective September 8, 2010; peremptory amendment at 34 Ill. Reg. 15897, effective September 30, 2010; peremptory amendment at 34 Ill. Reg. 18912, effective November

15, 2010; peremptory 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; peremptory amendment at 35 Ill. Reg. 2465, effective January 19, 2011; peremptory 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; peremptory 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; peremptory 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; peremptory amendment at 35 Ill. Reg. 12119, effective June 29, 2011; peremptory amendment at 35 Ill. Reg. 13966, effective July 29, 2011; peremptory 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; peremptory amendment at 35 Ill. Reg. 15640, effective September 15, 2011; peremptory 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; peremptory amendment at 36 Ill. Reg. 564, effective December 29, 2011; peremptory amendment at 36 Ill. Reg. 3957, effective February 24, 2012; peremptory amendment at 36 Ill. Reg. 4158, effective March 5, 2012; peremptory 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; peremptory 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; peremptory amendment at 36 Ill. Reg. 13680, effective August 15, 2012; peremptory amendment at 36 Ill. Reg. 13973, effective August 22, 2012; peremptory amendment at 36 Ill. Reg. 15498, effective October 16, 2012; amended at 36 Ill. Reg. 16213, effective November 1, 2012; peremptory amendment at 36 Ill. Reg. 17138, effective November 20, 2012; peremptory amendment at 37 Ill. Reg. 3408, effective March 7, 2013; amended at 37 Ill. Reg. 4750, effective April 1, 2013; peremptory amendment at 37 Ill. Reg. 5925, effective April 18, 2013; peremptory 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; peremptory amendment at 37 Ill. Reg. 11524, effective July 3, 2013; peremptory amendment at 37 Ill. Reg. 12588, effective July 19, 2013; peremptory amendment at 37 Ill. Reg. 13762, effective August 8, 2013; peremptory amendment at 37 Ill. Reg. 14219, effective August 23, 2013; amended at 37 Ill. Reg. 16925, effective October 8, 2013; peremptory amendment at 37 Ill. Reg. 17164, effective October 18, 2013; peremptory amendment at 37 Ill. Reg. 20410, effective December 6, 2013; peremptory amendment at 38 Ill. Reg. 2974, effective January 9, 2014; amended at 38 Ill. Reg. 5250, effective February 4, 2014; peremptory 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; peremptory amendment at 38 Ill. Reg. 9136, effective April 11, 2014; amended at 38 Ill. Reg. 9207, effective April 21, 2014; peremptory amendment at 38 Ill. Reg. 13416, effective June 11, 2014; amended at 38 Ill. Reg. 14818, effective July 1, 2014; peremptory amendment at 38 Ill. Reg. 15739, effective July 2, 2014; peremptory amendment at

38 Ill. Reg. 17481, effective July 29, 2014; amended at 38 Ill. Reg. 17556, effective August 6, 2014; peremptory amendment at 38 Ill. Reg. 18791, effective August 26, 2014; peremptory 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; peremptory 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; peremptory 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; peremptory amendment at 39 Ill. Reg. 12004, effective August 13, 2015; peremptory amendment at 39 Ill. Reg. 15807, effective November 25, 2015; amended at 40 Ill. Reg. 5893, effective March 28, 2016; peremptory amendment at 40 Ill. Reg. 8462, effective June 1, 2016; peremptory amendment at 40 Ill. Reg. 9658, effective June 30, 2016; amended at 40 Ill. Reg. 9356, effective July 1, 2016.

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)

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)).

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.

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)

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 – An agency head may request in writing that the Director of Central Management Services 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.

c) Review – The Director of Central Management Services 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 of Central Management Services 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 of Central Management Services 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 of Central Management Services or negotiated by the Director of Central Management Services 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 –

Title	Pay Grade or Salary Range	Effective Date	In-Hire Rate
Commerce Commission Police Officer Trainee	MS-10	January 1, 2008	$2,943
Correctional Officer	RC-006-09	January 1, 2008	Step 1
Correctional Officer Trainee	RC-006-05	January 1, 2008	Step 1

Environmental Engineer I	RC-063-15	January 1, 2008	Step 2
Environmental Protection Engineer I	RC-063-15	January 1, 2008	Step 5
Environmental Protection Engineer II	RC-063-17	January 1, 2008	Step 4
Internal Auditor Trainee	MS-09	January 1, 2008	$2,854

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.

Title	Bargaining Unit	Effective Date	In-Hire Rate
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 Warehouser	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%
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%
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%

* Storekeeper I & Storekeeper II serving as Automotive Parts Warehouser in Cook County.

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

Title	Pay Grade or Salary Range	Location or Residency	Credential	Effective Date	In-Hire Rate
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
Clerical Trainee	MS-01	Work in City of Chicago	None identified beyond class requirements	July 1, 2016	$10.50/hour or $1,713/month
Conservation/Historic Preservation Worker	MS-01	Work in City of Chicago	None identified beyond class requirements	July 1, 2016	$10.50/hour or $1,713/month
Engineering Technician I, II, III and IV	NR-916	None identified	Completed 2 years of college in civil engineering or job related technical/science	January 1, 2012	$2,845

			curriculum (60 semester/90 quarter hours credit)		
Engineering Technician I, II, III and IV	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, II, III and IV	NR-916	None identified	Associate Degree from an accredited 2 year civil engineering technology program	January 1, 2012	$2,975
Engineering Technician I, II, III and IV	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, II, III and IV	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, II,	NR-916	None identified	Completed 4 years of college in civil	January 1, 2012	$3,095

III and IV			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)		
Engineering Technician I, II, III and IV	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
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
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	Computer Science degree at 2-year	January 1, 2008	Step 2

		Cook County	technical school		
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 4
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-033	Work in Regions 1 and 6	None identified beyond class requirements	January 1, 2008	Step 1
Office Occupations Trainee	MS-01	Work in City of Chicago	None identified beyond class requirements	July 1, 2016	$10.50/hour or $1,713/month
Physician Specialist, Option C	RC-063-MD-C	Work in Singer, McFarland, Choate, Chester, Alton, Murray, and Mabley facilities	None identified beyond class requirements	January 1, 2008	Step 5
Physician Specialist, Option D	RC-063-MD-D	Work in Singer, McFarland,	None identified beyond class requirements	January 1, 2008	Step 5

		Choate, Chester, Alton, Murray, and Mabley facilities			
Products & Standards Inspector Trainee	MS-09	Work in Cook, DuPage, Lake, Kane, and Will counties	None identified beyond class requirements	January 1, 2008	$3,057
Products & Standards Inspector Trainee	MS-09	Work in counties outside Cook, DuPage, Lake, Kane, and Will counties	None identified beyond class requirements	January 1, 2008	$2,854
Public Service Trainee	MS-01	Work in City of Chicago	None identified beyond class requirements	July 1, 2016	$10.50/hour or $1,713/month
Student Intern (includes Governor's Natural Resources Fellowship Program)	MS-01	Work in City of Chicago	None identified beyond class requirements	July 1, 2016	$10.50/hour or $1,713/month
Student Intern (Governor's Natural Resources Fellowship Program)	MS-01	Department of Natural Resources	Bachelor's degree in plant or animal ecology, botany, forestry, wildlife biology, ecology or environmental zoology and enrolled in Master's	September 16, 2013	$1,600

			program		
Student Worker	MS-01	Work in City of Chicago	None identified beyond class requirements	July 1, 2016	$10.50/hour or $1,713/month
Telecommunicator	RC-014-12	Work in District 2	None identified beyond class requirements	January 1, 2008	Step 2
Telecommunicator Trainee	RC-014-10	Work in Kane County	None identified beyond class requirements	January 1, 2008	Step 3
Telecommunicator Trainee	RC-014-10	Work in Cook County	None identified beyond class requirements	January 1, 2008	Step 7

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

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.

"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.

"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 of Central Management Services 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.

"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.

"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, 2016 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 II	19602
Internal Security Investigator I	21731
Internal Security Investigator II	21732
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
Senior Public Service Administrator	40070
Silk Screen Operator	41020
Social Service Aide Trainee	41285
Storekeeper I	43051
Storekeeper II	43052
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 of Central Management Services after a review of competitive market starting rates for similar classes or as negotiated between the Director of Central Management Services 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 = Wide Area Networks
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
7 = Law Enforcement/Correctional
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

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 – Administrative Certificate issued by the Illinois State Board of Education
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
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
3 = Management Information System/Data Processing/Telecommunications
4 = Physical Sciences/Environment
5 = Agriculture/Conservation
6 = Health and Human Services
7 = Law Enforcement/Correctional
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 – Illinois Teaching Certificate (Type 75)/ General Administrative Certificate (Type 61) issued by the Illinois State Board of Education
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 I, Option A – General
Health Services Investigator I, Option B – Controlled Substance Inspector

Health Services Investigator II, Option A – General
Health Services Investigator II, Option B – Controlled Substance Inspector
Health Services Investigator II, Option C – Pharmacy
Health Services Investigator II, Option D – Pharmacy/Controlled Substance Inspector
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

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

"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.

"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 of Central Management Services in accordance with 80 Ill. Adm. Code 303.300.

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

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.

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.

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.

2) Notice of withholding of satisfactory performance increases to the Department of Central Management Services – 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 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.

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 of Central Management Services. 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 of Central Management Services 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 of Central Management Services' 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.

(Source: Amended at 40 Ill. Reg. 5893, effective March 28, 2016)

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 thereof, or to the step in the lower pay grade which 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 which 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 thereof, 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, the pay for an employee whose position is reallocated because of loss of duties and responsibilities after the employee's appointment to such position shall not be required to be lowered to an exact step for a period of one year. Where 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 thereof, or to the step in the lower pay grade which 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.

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 of Central Management Services in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services 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 34 Ill. Reg. 9759, effective July 1, 2010)

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 –

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 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 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 –

A) When Contract Contains No Provision − The contracts without a shift differential pay provision are for the RC-056, RC-090, RC-184 and VR-706 bargaining units. 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 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 circumstances.

B) When Contract Contains a Provision – The shift differential pay provision in a contract is located in the Note in the Appendix A Table that exists for the specific bargaining unit. The Appendix A Tables with a shift differential pay provision are D (HR-001), E (RC-020), F (RC-019), G (RC-045), H (RC-006), I (RC-009), J (RC-014), K (RC-023), M (RC-110), N (RC-010), O (RC-028), P (RC-029), Q (RC-033), R (RC-042), S (VR-704), V (CU-500), W (RC-062), X (RC-063), Y (RC-063), Z (RC-063) and AA (NR-916).

2) Overtime Pay –

A) Eligibility − The Director of Central Management Services will maintain a list of titles and their overtime eligibility as determined by labor contracts, Federal Fair Labor Standards Act, 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 −

i) When Contract Contains No Provision − 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.

ii) When Represented by AFSCME (excludes CU-500) – If evidence demonstrates that circumstances prevented an employee from receiving a rest period or resulted in a rest period being interrupted, and no alternative time is authorized, the employee shall be entitled to compensatory time. For employees represented by RC-006, RC-009, RC-014, RC-028 and RC-042 bargaining units, accrued 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. Notwithstanding the above, employees who schedule compensatory time off by June 1st of the fiscal year shall be allowed to use such time

through August 1st of the following fiscal year. Employees who earn compensatory time after June 1st shall be allowed to use such compensatory time through August 15th of the subsequent fiscal year.

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 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 circumstances.

4) Temporary Assignment Pay −

A) When Assigned to a Higher-Level Position Classification –

i) When Contract Contains No Provision − 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.

ii) When Represented by AFSCME (excludes CU-500) – If the employee who has been temporarily assigned is selected for the posted vacancy, the employee shall have the employee's creditable service date adjusted to reflect

the first date on which the employee was temporarily assigned without interruption. The uninterrupted time in a temporary assignment shall be credited in determining semi-automatic promotions, if the employee successfully performed the duty or duties which distinguish the position to which the employee has been temporarily assigned. When an employee in a position allocated to the Public Service Administrator title represented by an AFSCME (excludes CU-500) bargaining unit is temporarily assigned to a non-bargaining unit position, the time frames shall not exceed nine months, unless mutually agreed otherwise. For other titles, the time limits for temporarily filling a position classification are in terms of work days or calendar months. The time limit herein may be extended by mutual agreement of the parties. The time limits are: While the Employer posts and fills a job vacancy for a period of 60 days from the date of posting; While an absent regular incumbent is utilizing sick leave, or accumulated time (vacation, holidays, personal days); Up to 30 work days in a six calendar month period while a regular incumbent is on disciplinary suspension or layoff; While a regular incumbent is attending required training classes; Up to six months while a regular incumbent is on any illness or injury, Union or jury leave of absence. Extension shall not be unreasonably denied; and Up to 60 work days in a 12 month period for other leaves, or where there is temporary change in work load, or other reasonable work related circumstances. Extension shall not be unreasonably denied.

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.

C) When Required to Apply Chemical Manually and Represented By Teamsters RC-019 – Employees represented by RC-019 and appointed to the Highway Maintainer title who are required to perform duties of manual chemical application which require proper certification in chemical spraying shall receive $1.00 an

hour over their base pay during the time they are applying the chemical.

5) Travel for Required Training –

A) When Represented by American Federation of State, County and Municipal Employees (AFSCME) (excludes CU-500) – When an employee is in a position represented by an AFSCME (excludes CU-500) bargaining unit, overtime shall be paid to the employee required to travel for training, orientation, or professional development when travel is in excess of the employee's normal commute and outside the employee's normal work hours. Where current practice exists, the employee who is paid overtime for travel during the employee's normal commute time outside normal work time, the practice shall continue.

B) When represented by Illinois Federation of Public Employees (IFPE) RC-029 – When an employee is in a position represented by IFPE RC-029 and in the Department of Agriculture, time spent traveling from an employee's residence to and/or from a work site in Cook, Will, Lake, DuPage, McHenry and Kane Counties is not considered work time except when an employee is required to travel in excess of 20 miles one way or 25 minutes as measured from the employee's official headquarters in which case the miles in excess of 20 miles or minutes in excess of 25 minutes will be considered work time. The workday shall commence at the time of the pre-trip inspection for employees assigned to drive vehicles that require a commercial driver's license.

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 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 circumstances.

f) Equivalent Earned Time – Employees shall retain their equivalent earned time upon their positions' representation by an American Federation of State, County and Municipal Employees bargaining unit. The use of the equivalent earned time is approved by supervisors, prior to other benefit time excluding sick and personal business leave, in increments of 15 minutes after the initial use of one-half hour, and granted under the same criteria as vacation time. Employees may substitute

equivalent earned time for sick leave in accordance to sick leave policies and procedures.

g) 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.

h) 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.

i) 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.

j) 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 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.

k) Reinstatement – 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 where previously certified without prior approval by the Director of Central Management Services. 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)).

l) Longevity Pay or Longevity Step and Bonus –

1) When Contract Contains No Provision − The contracts without a longevity pay provision are for the HR-001, RC-019, RC-020, RC-090 and RC-184 bargaining units. 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.

2) When Contract Contains a Provision − The longevity pay or longevity step and bonus provision in a contract is located in the Note in the Appendix A Table that exists for the specific bargaining unit. The Appendix A Tables with a longevity pay provision are A (RC-104), B (VR-706), C (RC-056), G (RC-045), H (RC-006), I (RC-009), J (RC-014),

K (RC-023), M (RC-110), N (RC-010), O (RC-028), P (RC-029), Q (RC-033), R (RC-042), S (VR-704), V (CU-500), W (RC-062), X (RC-063), Y (RC-063), Z (RC-063), AA (NR-916) and AC (RC-036).

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) Maximum Security Rates – An employee represented by an AFSCME (excludes CU-500) bargaining unit with seven or more years of continuous service with the Departments of Corrections and Juvenile Justice who is currently employed at Department of Corrections or Juvenile Justice maximum security institution shall be placed on the maximum security schedule as long as they remain an employee at a maximum security facility. Maximum Security rates are denoted by Pay Plan Codes P and S (defined in Section 310.50).

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

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 2017.

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

Section 310.140 Reinstitution 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)

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.

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 Union and approved by the Director of Central Management Services or as established under the Prevailing Wage Act [820 ILCS 130]. Copies of signed Agreements between contractors or other employers and

the respective Union shall be certified to the Illinois Department of Central Management Services for each fiscal year of the State by the following process: The Designated Representative of the respective Union shall certify to the Illinois Department of Central Management Services or its designee copies of signed Agreements between contractors or other employers and the respective Union. These certified agreements and accompanying CMS 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 Agreement, if any, in keeping with past practice. The Illinois Department of Central Management Services will adjust the wages, retroactive to the contract date; and Certifications from the Union will include a copy of the signed Agreements and the negotiated CMS Prevailing Wage Certification Form. The effective dates of wage changes will be 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 of Central Management Services.

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.

f) Merit Incentive (including Time-Off Awards) and Gain Sharing Programs – The parties agree to develop and implement a merit incentive program to reward and incentivize high-performing employees, or a group's/unit's performance. As a part of such efforts, the Employer may create an annual bonus fund for payout to those individuals deemed high performers or for a group's/unit's level of performance for the specific group/unit. Payment from this bonus fund will be based on the satisfaction of performance standards to be developed by the Employer in consultation with the Union. Such compensation either for a group/unit or an individual shall be considered a onetime bonus and will be offered only as a non-pensionable incentive, and that any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations and will not affect any future calculations regarding the prevailing wage rate. As a part of such efforts, the Employer may reward

individual high-performing employees with time-off awards. High-performing employees may earn up to five (5) days of additional time-off in a calendar year, above and beyond the employee's accrued vacation time. Issuance of a time-off award will be based on the satisfaction of performance standards to be developed by the Employer in consultation with the Union. Scheduling the time-off requires supervisory approval, and only a non-bargaining-unit supervisor can reward an employee with a time-off award. Time off awards can be issued by any non-bargaining-unit supervisor in the employee's evaluation chain. Time-off awards, when taken by the employee, will not count against the employee's leave bank. Unused time-off awards shall not convert to a cash-pay out, nor will the hourly value of the time-off awards be used in any calculation for future wages under the provisions of the Prevailing Wage Act. Additionally, as a part of overall efforts to improve efficiency of state operations and align the incentives of the Employer with its employees, the Employer may develop gain sharing programs. Under such programs, employees or departments may propose initiatives that would achieve substantial savings for the State. Upon realization of such savings, the Employer may elect to return a portion of this savings to the employees who participated in the identified initiative. Such compensation either for a group/unit or an individual shall be considered a one-time bonus and will be offered only as a non-pensionable incentive, and that any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations. The Employer will develop specific policies for both of these programs and will give the Union an opportunity to review and comment on such policies prior to their implementation. The Employer's intent is to develop policies that will reward employees or units of employees based on specific achievements and to prevent rewards that are influenced by favoritism, politics, or other purely subjective criteria. Compliance with the policies for both of these programs shall be subject to the grievance and arbitration procedure. The exercise of such rights by management may not conflict with the provisions of this agreement, except that it is understood that awards payable pursuant to such programs shall be performance-based only. Moreover, an employee's failure or refusal to participate in this program may not be grounds for any form of discipline. The Parties understand that the Merit Incentive Program will be effective after the Department of Central Management Services and the Unions mutually agree to its process and procedures.

g) FY2016 Merit Pay – The Employer and Union have agreed to the terms of a Collective Bargaining Agreement. The Agreement states that public employees represented by the Union will earn merit pay. For the Fiscal Year 2016, all bargaining unit employees who are in active employment status on June 30, 2016 and who have missed fewer than five (5) percent of their assigned work days between the effective date of this Agreement and June 30, 2016 and have

committed no work policy violations during that period shall receive equal shares of the performance bonus. The performance bonus shall be paid based on 2% of the annual (fiscal year) base salary payroll costs for the bargaining unit. The effective date of this Agreement is April 1, 2016 through June 30, 2016.

(Source: Amended by peremptory rulemaking at 40 Ill. Reg. 8462, effective June 1, 2016)

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 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 (80 Ill. Adm. Code 302.170) classification

that represents a reduction when comparing classifications (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 38 Ill. Reg. 5250, effective February 4, 2014)

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:

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)) or salary ranges within the Merit Compensation System Salary Schedule (Appendix D). 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
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-110	MS-06
Correctional Officer Trainee	09676	RC-006-05	MS-08
Corrections Nurse Trainee	09838	RC-023-17	MS-16
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
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

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	Pending Negotiations	
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
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
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-033	MS-07
Medicaid Management Intern	26305	None	MS-13
Mental Health Administrator Trainee	26817	RC-062-16	MS-12
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
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
Public Service Trainee	37025	None	MS-01
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
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
Social Service Aide Trainee	41285	RC-006-01 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
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 40 Ill. Reg. 5893, effective March 28, 2016)

Section 310.270 Legislated Rate 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 of Central Management Services.

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 of Central Management Services 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 of Central Management Services shall seek the Governor's approval for the designated rate and its effective date.

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 37 Ill. Reg. 16925, effective October 8, 2013)

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)

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
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 Generalist	00805	MS-11
Agricultural Marketing Reporter	00807	MS-19
Agricultural Marketing Representative	00810	MS-19
Agricultural Products Promoter	00815	MS-10
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
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

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 Warehouser	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 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
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
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 I	07201	MS-16
Child Welfare Staff Development Coordinator II	07202	MS-21
Child Welfare Staff Development Coordinator III	07203	MS-23

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
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 I	09561	MS-10
Construction Supervisor II	09562	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 Clerk I	09771	MS-11
Corrections Clerk II	09772	MS-13
Corrections Clerk III	09773	MS-18
Corrections Command Center Supervisor	09500	MS-32
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 Investigations Program Administrator	09799	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
Corrections Transportation Officer I	09871	MS-13
Corrections Transportation Officer II	09872	MS-20
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
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-13

Educator – Career and Technical Provisional	13104	MS-12
Educator Aide	13130	MS-08
Educator Intern	13135	MS-10
Educator Trainee	13148	MS-09
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
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
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
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-10
Gaming Senior Special Agent	17191	MS-29
Gaming Special Agent	17192	MS-21
Gaming Special Agent Trainee	17195	MS-11
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

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, Option A – General	18181	MS-21
Health Services Investigator I, Option B – Controlled Substance Inspector	18182	MS-23
Health Services Investigator II, Option A – General	18185	MS-28
Health Services Investigator II, Option B – Controlled Substance Inspector	18186	MS-28
Health Services Investigator II, Option C – Pharmacy	18187	MS-32
Health Services Investigator II, Option D – Pharmacy/Controlled Substance Inspector	18188	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 II	19602	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
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 Helper	21460	MS-05

Institutional Maintenance Worker	21465	MS-05
Instrument Designer	21500	MS-19
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 Performance Examiner I	21671	MS-11
Insurance Performance Examiner II	21672	MS-16
Insurance Performance Examiner III	21673	MS-23
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 Trainee	21726	MS-09
Internal Investigations Principal Evaluation Supervisor	21735	MS-31
Internal Investigations Supervisor	21740	MS-31
Internal Security Investigator I	21731	MS-19
Internal Security Investigator II	21732	MS-25
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 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 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
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 Aide II	23422	MS-04
Library Aide III	23423	MS-05
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
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 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
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 Administrator V	26406	MS-67
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
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
Musician	28805	MS-05
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
Office Specialist	30080	MS-08
Optometrist	30300	MS-11
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 Services Coordinator	32010	MS-32
Pharmacy Technician	32011	MS-04
Pharmacy Manager	32025	MS-33
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 I	32191	MS-03
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
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 I	37001	MS-09
Public Information Officer II	37002	MS-11
Public Information Officer III	37003	MS-21
Public Information Officer IV	37004	MS-25
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
Public Service Trainee	37025	MS-01
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
Reproduction Service Supervisor I	38201	MS-10
Reproduction Service Supervisor II	38202	MS-18
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 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
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
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
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
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
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
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 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 40 Ill. Reg. 9356, effective July 1, 2016)

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 of Central Management Services. 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.

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 of Central Management Services. 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 Illinois Labor Relations Board, a merit compensation salary range to be used for the position shall be assigned to the title as approved by the Director of Central Management Services. 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 38 Ill. Reg. 5250, effective February 4, 2014)

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.

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)

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 –

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.)

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. 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.

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 38 Ill. Reg. 9207, effective April 21, 2014)

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 of Central Management Services. 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 of Central Management Services 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 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 34 Ill. Reg. 6583, effective April 30, 2010)

Section 310.480 Decreases in Pay

Employees subject to this Part shall have their salaries reduced only as specified below. 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 thereof. 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 it excess thereof. 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 such 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 thereof. 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 thereof. The reevaluation shall not change the creditable service date.

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 of Central Management Services in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services 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 31 Ill. Reg. 13981, effective September 21, 2007)

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 –

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) 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 310.470).

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 of Central Management Services. 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 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 circumstances.

2) Overtime Pay −

A) Eligibility − The Director of Central Management Services 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 of Central Management Services 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 of Central Management Services. 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.

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 (80 Ill. Adm. Code 303.300) 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 (80 Ill. Adm. Code 303.300) 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.

4) Employees in Positions Represented by an American Federation of State, County and Municipal Employees Bargaining Unit − Employees shall retain their equivalent earned time upon their positions' representation by an American Federation of State, County and Municipal Employees

bargaining unit. The use of the equivalent earned time is approved by supervisors, prior to other benefit time excluding sick and personal business leave, in increments of fifteen minutes after the initial use of one-half hour, and granted under the same criteria as vacation time. Employees may substitute equivalent earned time for sick leave in accordance to sick leave policies and procedures.

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).

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 of Central Management Services. 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.

j) Temporary Assignment Pay –

1) 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.

2) When an employee in a position represented by AFSCME (excludes CU-500) – When an employee in a position represented by an AFSCME (excludes CU-500) bargaining unit and allocated to the Public Service Administrator title is temporarily assigned to a non-bargaining unit position, the time frame shall not exceed 9 months, unless mutually agreed otherwise.

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 – 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 where previously certified without prior approval of the Director of Central Management Services. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the 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 of the Pay Plan 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 (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 40 Ill. Reg. 9356, effective July 1, 2016)

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.

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.

"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.

"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.

"Classification" – The classification established by the Department of Central Management Services 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.

"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.

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

"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 of Central Management Services after a review of competitive market starting rates for similar classes or as negotiated between the Director of Central Management Services and a bargaining unit.

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

"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	=	Wide Area Networks
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
7	=	Law Enforcement/Correctional
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
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 – Administrative Certificate issued by the Illinois State Board of Education
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
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

3 = Management Information System/Data Processing/Telecommunications
4 = Physical Sciences/Environment
5 = Agriculture/Conservation
6 = Health and Human Services
7 = Law Enforcement/Correctional
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 – Illinois Teaching Certificate (Type 75)/ General Administrative Certificate (Type 61) issued by the Illinois State Board of Education
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 I, Option A – General
Health Services Investigator I, Option B – Controlled Substance Inspector
Health Services Investigator II, Option A – General
Health Services Investigator II, Option B – Controlled Substance Inspector

Health Services Investigator II, Option C – Pharmacy
Health Services Investigator II, Option D – Pharmacy/Controlled Substance Inspector
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.

"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 of Central Management Services in accordance with 80 Ill. Adm. Code 303.300.

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

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 of the Pay Plan.

b) The Merit Increase and Bonus Guidechart as set forth in Section 310.540 of the Pay Plan.

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

Section 310.540 Annual Merit Increase and Bonus Guidechart

Effective July 1, 2009

Category	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 1985 Pay Changes in Merit Compensation System Effective July 1, 1984 (Repealed)

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

Section 310.560 Merit Incentive Program

The employer may develop and implement a merit incentive program to reward and incentivize the high performance of an individual employee, group or unit. The employer shall allocate funds to compensate individual employees, groups or units deemed high performers. The compensation from the allocated funds shall be based on the satisfaction of high performance standards to be developed by the employer. The compensation for an individual employee, group or unit shall be considered a one-time bonus, not incorporated into a base salary, and offered only as non-pensionable. Any employee who accepts merit incentive program compensation pursuant to this Section does so voluntarily and with the knowledge and on the express condition that the merit incentive program compensation shall not be included in any pension calculations.

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

Section 310.570 Gain Sharing Program

The employer may develop and implement a gain sharing program. Under the gain sharing program, an individual employee, group or unit may propose one or more identified initiatives to achieve substantial savings for the State of Illinois. Upon realization of the substantial savings from an identified initiative, the employer may elect to return a portion of the substantial savings

to the employee or employees who participated in the identified initiative. The compensation for an individual employee, group or unit shall be considered a one-time bonus, not incorporated into a base salary, and offered only as non-pensionable. Any employee who accepts gain sharing program compensation pursuant to this Section does so voluntarily and with the knowledge and on the express condition that the gain sharing program compensation shall not be included in any pension calculations.

(Source: Added at 40 Ill. Reg. 9356, effective July 1, 2017)

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)

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)

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

NOTES: In-Hire Rate – Effective February 14, 2014, a new employee shall be hired at 33% of the differential between a Conservation Police Officer II and the employee's new rank at the appropriate longevity level. Upon successful completion of 18 months of service, the employee shall be paid 66% of the rank differential between a Conservation Police Officer II and the employee's new rank at the appropriate longevity level. Upon successful completion of 36 months of service, the employee shall be paid 100% of the rank differential between a Conservation Police Officer II and the employee'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.

Supervisory Enhancement – Effective January 1, 2014, Conservation Police Sergeants with 15 or more years of service receive a onetime adjustment increase to their rate of pay that is 7.9% above the rate of pay of the Conservation Police Officer II with the same years of service. The Agreement's Appendix A – Wages chart calculation assumes that the Conservation Police Officer II title receives the same general increase as the Conservation Police Sergeants. Effective January 1, 2014, Conservation Police Lieutenants' rate of pay shall reflect an amount 3.9% greater than Sergeants' with the same steps or years of service.

Effective July 1, 2014

	STEPS						
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**
Conservation Police Sergeant	5598	5884	6168	6456	6755	7072	7236
Conservation Police Lieutenant	5816	6114	6409	6708	7019	7347	7518

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	7400	7826	8020	8260	8500	8893	9317	9405	9841	10298
Conservation Police Lieutenant	7689	8131	8333	8582	8831	9240	9680	9773	10224	10700

(Source: Amended at 39 Ill. Reg. 11220, effective July 28, 2015)

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)

Title	Title Code	Bargaining Unit	Pay Plan Code
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: 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, 2014

	STEPS										
Title	**1c**	**1b**	**1a**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Assistant Automotive Shop Supervisor	3931	4061	4190	4320	4448	4576	4704	4831	4960	5090	5218
Automotive Shop Supervisor	4840	4999	5159	5318	5484	5652	5818	5986	6153	6321	6487
Meat and Poultry Inspector	4155	4293	4429	4567	4764	4954	5142	5341	5641	5755	5812

Supervisor

(Source: Amended at 39 Ill. Reg. 11220, effective July 28, 2015)

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)

Title	Title Code	Bargaining Unit	Pay Grade
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
Warehouse Examiner Supervisor	48786	RC-056	19

NOTES: 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).

Longevity Pay – Effective July 1, 2010, the Step 8 rate shall be increased by $25 per month for those employees who have been on Step 8 for one year. Effective July 1, 2011, those same employees shall have their Step 8 rate increased by $50 per month. Effective July 1, 2011, the Step 8 rate shall be increased by $50 per month for those employees not eligible for the longevity increases stated in this Note and have attained 10 years of continuous service and have three or more years creditable service at Step 8. 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. Effective July 1, 2013, an employee on Step 8, having 15 years of continuous service and three years creditable service at Step 8, shall be paid an additional $100 per month.

Effective July 1, 2014

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
14	B	3673	3793	3915	4036	4195	4377	4538	4710	4985	5084	5289
14	Q	3830	3956	4082	4209	4379	4571	4741	4923	5209	5312	5526
16	B	4024	4157	4289	4422	4618	4809	5010	5210	5517	5631	5858
16	Q	4202	4340	4479	4618	4826	5026	5235	5447	5769	6002	6243
19	B	4703	4858	5013	5168	5413	5664	5905	6150	6521	6648	6917
20	B	4969	5133	5297	5460	5714	5986	6244	6504	6900	7035	7317
21	B	5251	5423	5598	5770	6049	6330	6620	6897	7326	7474	7769
22	B	5555	5738	5921	6104	6401	6705	7015	7306	7760	7916	8233
23	B	5896	6090	6285	6480	6813	7136	7466	7789	8277	8442	8780
24	B	6085	6285	6486	6687	7035	7372	7713	8055	8536	8730	9078

(Source: Amended at 39 Ill. Reg. 11220, effective July 28, 2015)

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.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
Building Services Worker	05616	B	2951	16.96	3148	18.09	3344	19.22	3540	20.34	3737	21.48	3934	22.61
Elevator Operator	13500	B	3011	17.30	3212	18.46	3413	19.61	3613	20.76	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	5066	29.11	5365	30.83	5663	32.55	5961	34.26
Grounds Supervisor (DHS – Chicago Read)	17549	B	4633	26.63	4942	28.40	5251	30.18	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	6149	35.34	6472	37.20
Heavy Construction Equipment Operator (Regular – RG)	18465	Q	4739	27.24	5054	29.05	5370	30.86	5687	32.68	6002	34.49	6318	36.31

Heavy Construction Equipment Operator (Bridge Crew – BC)	18465	Q	4806	27.62	5127	29.47	5448	31.31	5768	33.15	6088	34.99	6409	36.83
Highway Maintainer (Regular – RG)	18639	Q	4641	26.67	4950	28.45	5259	30.22	5568	32.00	5878	33.78	6187	35.56
Highway Maintainer (Bridge Crew – BC)	18639	Q	4711	27.07	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	5687	32.68	6002	34.49	6318	36.31
Highway Maintainer (Emergency Patrol – EP)	18639	Q	4741	27.25	5057	29.06	5378	30.87	5689	32.70	6005	34.51	6321	36.33
Highway Maintenance Lead Worker (Regular – RG)	18659	Q	4770	27.41	5087	29.24	5405	31.06	5723	32.89	6040	34.71	6359	36.55
Highway Maintenance Lead Worker (Bridge Crew – BC)	18659	Q	4837	27.80	5159	29.65	5483	31.51	5805	33.36	6127	35.21	6449	37.06
Highway Maintenance Lead Worker (Emergency Patrol – EP)	18659	Q	4867	27.97	5192	29.84	5516	31.70	5841	33.57	6165	35.43	6489	37.29
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular – RG)	18659	Q	4817	27.68	5139	29.53	5459	31.37	5780	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	5862	33.69	6188	35.56	6514	37.44

Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol – EP)	18659	Q	4916	28.25	5244	30.14	5571	32.02	5899	33.90	6227	35.79	6555	37.67
Laborer (Maintenance) (Regular – RG)	23080	B	4492	25.82	4792	27.54	5091	29.26	5391	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
Maintenance Worker (DHS – Forensic)	25500	Q	4641	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	4831	27.76	5133	29.50	5435	31.24	5736	32.97	6038	34.70
Maintenance Worker (DOT – Emergency Patrol – EP)	25500	B	4626	26.59	4934	28.36	5242	30.13	5550	31.90	5859	33.67	6167	35.44
Power Shovel Operator (Maintenance) (Regular – RG)	33360	B	4806	27.62	5127	29.47	5448	31.31	5768	33.15	6088	34.99	6409	36.83
Sign Hanger	40900	B	4640		4950		5259		5568		5878		6187	
Sign Hanger Foreman	40910	B	4769		5087		5405		5723		6041		6359	

NOTES: Rates and Movements – Effective July 1, 2015, all current rates that are in effect will be frozen for the duration of the agreement (including contractual in-hire movements).

Merit Incentive Program and Gain Sharing Programs – The parties agree to develop and implement a merit incentive program to reward and incentivize high-performing employees, or a group's/unit's performance. As a part of such efforts, the Employer may create an annual bonus fund for payout to those individuals deemed high performers or for a group's/unit's level of performance for the specific group/unit. Payment from this bonus fund will be based on the satisfaction of performance standards to be developed by the Employer in consultation with the Union. Such compensation either for a group/unit or an individual shall be considered a one-time bonus and will be offered only as a non-pensionable incentive, and that any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

Additionally, as a part of overall efforts to improve efficiency of State operations and align the incentives of the Employer with its employees, the Employer may develop gain sharing programs. Under such programs, employees or departments may propose initiatives that would achieve substantial savings for the State. Upon realization of such savings, the Employer may elect to return a portion of this savings to the employees who participated in the identified initiative. Such compensation either for a group/unit or an individual shall be considered a one-time bonus and will be offered only as a non-pensionable incentive, and that any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

In each contract year in which a merit incentive program is created, no less than 25% of the employees subject to this agreement will receive some form of merit compensation under such programs. Funding for these performance bonuses is subject to annual approval as a part of the State's overall budget.

The Employer will develop specific policies for both of these programs and will give the Union an opportunity to review and comment on such policies prior to their implementation. The Employer's intent is to develop policies that will reward employees or units of employees based on specific achievements and to prevent payouts that are influenced by favoritism, politics, or other purely subjective criteria. Compliance with the policies for both of these programs shall be subject to the grievance and arbitration procedure.

The exercise of such rights by management (management means State and rights are defined in the Agreement Article 3) may not conflict with the provisions of this agreement, except that it is understood that compensation payable pursuant to such programs shall be performance-based only. Moreover, an employee's failure or refusal to participate in this program may not be grounds for any form of discipline.

Vacation Payout Restriction – Effective January 1, 2016, employees newly-hired into the bargaining unit shall be entitled to a vacation payout of no more than 45 days.

Shift Differential Pay – Employees (except Snowbirds) required to work a shift different than their normal day shift will be paid a $0.50 per hour shift premium provided that ½ or more of their work shift falls before 6:30 a.m. or after 3:00 p.m. This shift premium does not include those employees normally working shifts other than the normal day shift or employees hired into positions where the regular shift hours are not considered day shift hours, or snow or ice season.

Clothing Allowance – Effective July 1, 2011, the clothing allowance for Lead Workers, Lead Lead Workers, Heavy Construction Equipment Operator, Highway Maintainers, and Maintenance Workers (Illinois Department of Transportation) employees increases to $200.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The State and HR-001 Bargaining Unit 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, however, effective July 1, 2015 all employees will be frozen at their current rate for the duration of this agreement. Employees within this bargaining unit 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 and would then be frozen at that new in-hire rate. 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.

(Source: Amended at 40 Ill. Reg. 5893, effective March 28, 2016)

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% Mo.	75% Hr.	80% Mo.	80% Hr.	85% Mo.	85% Hr.	90% Mo.	90% Hr.	95% Mo.	95% Hr.	Full Scale Mo.	Full Scale 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	4807	27.63	5127	29.47	5448	31.31	5768	33.15	6089	34.99	6318	36.31
Heavy Construction Equipment Operator (Bridge Crew – BC)	18465	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	6409	36.83
Highway Maintainer	18639	Q	4712	27.08	5026	28.89	5340	30.69	5654	32.49	5968	34.30	6187	35.56
Highway Maintainer (Bridge Crew – BC)	18639	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	6282	36.10
Highway Maintainer (Drill Rig – DR)	18639	Q	4640	26.67	4950	28.45	5259	30.22	5568	32.00	5878	33.78	6318	36.31
Highway Maintenance Lead Worker	18659	Q	4886	28.08	5211	29.95	5537	31.82	5863	33.70	6188	35.56	6359	36.55
Highway Maintenance Lead Worker (Bridge Crew – BC)	18659	Q	4817	27.68	5138	29.53	5460	31.38	5781	33.22	6102	35.07	6449	37.06
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	Q	4837	27.80	5159	29.65	5482	31.51	5804	33.36	6127	35.21	6423	36.91
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC)	18659	Q	4769	27.41	5087	29.24	5405	31.06	5723	32.89	6041	34.72	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	4529	26.03	4830	27.76	5132	29.49	5434	31.23	5736	32.97	6117	35.16
Maintenance Worker (DOT, not Emergency Patrol)	25500	B	4588	26.37	4894	28.13	5199	29.88	5505	31.64	5811	33.40	6038	34.70
Power Shovel Operator (Maintenance)	33360	Q	4807	27.63	5127	29.47	5448	31.31	5768	33.15	6089	34.99	6318	36.31
Power Shovel Operator (Maintenance) (Bridge Crew – BC)	33360	Q	4739	27.24	5054	29.05	5370	30.86	5686	32.68	6002	34.49	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: Shift Differential Pay – Employees required to work a shift different than their normal day shift will be paid a $0.50 per hour shift premium, provided that ½ or more of their work shift falls before 6:30 a.m. or after 3:00 p.m. This shift premium does not include those employees normally working shifts other than the normal day shift or employees hired into positions for which the regular shift hours are not considered day shift hours, or snow or ice season.

Clothing Allowance – Effective July 1, 2011, the clothing allowance for Heavy Construction Equipment Operators, Highway Maintainers, Highway Maintenance Lead Workers, Highway Maintenance Lead Lead Workers, Silk Screen Operators, and Bridge Mechanics employees increases to $200. Effective July 1, 2011, the clothing allowance for all other titles increases to $100. The allowance shall be applied only to certified employees who are on the active payroll effective July 1. Employees on authorized leave of absence on July 1 shall be paid the allowance on a prorated basis upon return from leave.

Rates and Movements – Effective July 1, 2015, all current rates that are in effect will be frozen for the duration of the agreement (including contractual in-hire movements).

Merit Incentive Program and Gain Sharing Programs – The parties agree to develop and implement a merit incentive program to reward and incentivize high-performing employees, or a group's/unit's performance. As a part of this effort, the employer shall allocate funds for payout to those individuals deemed high performers or for

a group's/unit's level of performance for the specific group/unit. Payment from the allocated funds will be based on the satisfaction of performance standards to be developed by the employer in consultation with the bargaining representative. This compensation, either for a group/unit or an individual, shall be considered a one-time bonus and will be offered only as a non-pensionable incentive. Any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

Additionally, as a part of overall efforts to improve efficiency of State operations and align the incentives of the employer with its employees, the employer may develop gain sharing programs. Under these programs, employees or departments may propose initiatives that would achieve substantial savings for the State. Upon realization of these savings, the employer may elect to return a portion of this savings to the employees who participated in the identified initiative. This compensation, either for a group/unit or an individual, shall be considered a one-time bonus and will be offered only as a non-pensionable incentive. Any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

In each contract year in which a merit incentive program is created, no less than 25% of the employees subject to this agreement will receive some form of merit compensation under such programs. Funding for these performance bonuses is subject to annual approval as a part of the State's overall budget.

The employer will develop specific policies for both of these programs and will give the bargaining representative an opportunity to review and comment on these policies prior to their implementation. The employer's intent is to develop policies that will reward employees or units of employees based on specific achievements and to prevent payouts that are influenced by favoritism, politics, or other purely subjective criteria. Compliance with the policies for both of these programs shall be subject to the grievance and arbitration procedure.

Rights exercised by the employer under Section 4 of the Illinois Public Labor Relations Act [5 ILCS 315], 80 Ill. Adm. Code 301 through 331, and the 2015-2019 Collective Bargaining Agreement are subject to all the terms of that CBA. However, it is understood that compensation payable pursuant to merit incentive and gain sharing programs shall be performance-based only. Moreover, an employee's failure or refusal to participate in this program may not be grounds for any form of discipline.

Restriction Payment in Lieu of Vacation and Vacation Benefits on Death of Employee –

Effective January 1, 2016, employees newly-hired into the bargaining unit shall be entitled to a vacation payout of no more than 45 days.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The State and RC-020 Bargaining Unit agree that the in-hire rate of 75% established in the 2008-2012 and 2012-2015 Collective Bargaining Agreements shall continue in effect for all classifications. However, effective July 1, 2015, all employees will be frozen at their current rate for the duration of the 2015-2019 Collective Bargaining Agreement. Employees within this bargaining unit 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 and would then be frozen at that new in-hire rate. 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 promoted to the next higher classification within the series.

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

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.	Mo.	Hr.	Mo.	Hr.	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
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	4736	27.22	5052	29.03	5368	30.85	5684	32.67	5999	34.48	6315	36.29
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

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

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	34.6S	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
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: Shift Differential Pay – Employees required to work a shift different than their normal day shift will be paid a $0.50 per hour shift premium, provided that ½ or more of their work shift falls before 6:30 a.m. or after 3:00 p.m. This shift premium does not include those employees normally working shifts other than the normal day shift or employees hired into positions for which the regular shift hours are not considered day shift hours, or snow or ice season.

Clothing Allowance – Effective July 1, 2011, the clothing allowance for Highway Maintainers, Highway Maintenance Lead Workers, Highway Maintenance Lead Lead Workers, Deck Hands and Power Shovel Operator Maintenance employees increases to $200. Effective July 1, 2011, the clothing allowance for all other titles increases to $100. Effective July 1, 2013, employees who are required to wear steel-toe safety shoes shall receive an additional $100 clothing allowance. The total will not exceed $200 per contract year.

Rates and Movements – Effective July 1, 2015, all current rates that are in effect will be frozen for the duration of the agreement (including contractual in-hire movements).

Merit Incentive Program and Gain Sharing Programs – The parties agree to develop and implement a merit incentive program to reward and incentivize high-performing employees, or a group's/unit's performance. As a part of this effort, the employer shall allocate funds for payout to those individuals deemed high performers or for a group's/unit's level of performance for the specific group/unit. Payment from the allocated funds will be based on the satisfaction of performance standards to be developed by the employer in consultation with the bargaining representative. This compensation, either for a group/unit or an individual, shall be considered a one-time bonus and will be offered only as a non-pensionable incentive. Any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

Additionally, as a part of overall efforts to improve efficiency of State operations and align the incentives of the employer with its employees, the employer may develop gain sharing programs. Under these programs, employees or departments may propose initiatives that would achieve substantial savings for the State. Upon realization of these savings, the employer may elect to return a portion of this savings to the employees who participated in the identified initiative. This compensation, either for a group/unit or an individual, shall be considered a one-time bonus and will be offered only as a non-pensionable incentive. Any employee who accepts merit pay compensation does so voluntarily and with the

knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

In each contract year in which a merit incentive program is created, no less than 25% of the employees subject to this agreement will receive some form of merit compensation under such programs. Funding for these performance bonuses is subject to annual approval as a part of the State's overall budget.

The employer will develop specific policies for both of these programs and will give the bargaining representative an opportunity to review and comment on these policies prior to their implementation. The employer's intent is to develop policies that will reward employees or units of employees based on specific achievements and to prevent payouts that are influenced by favoritism, politics, or other purely subjective criteria. Compliance with the policies for both of these programs shall be subject to the grievance and arbitration procedure.

Rights exercised by the employer under Section 4 of the Illinois Public Labor Relations Act [5 ILCS 315], 80 Ill. Adm. Code 301 through 331, and the 2015-2019 Collective Bargaining Agreement are subject to all the terms of that CBA. However, it is understood that compensation payable pursuant to merit incentive and gain sharing programs shall be performance-based only. Moreover, an employee's failure or refusal to participate in this program may not be grounds for any form of discipline.

Restriction Payment in Lieu of Vacation and Vacation Benefits on Death of Employee – Effective January 1, 2016, employees newly-hired into the bargaining unit shall be entitled to a vacation payout of no more than 45 days.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The State and the RC-019 Bargaining Unit agree that the in-hire rate of 75% established in the 2008-2012 and 2012-2015 Collective Bargaining Agreements shall continue in effect for all classifications. However, effective July 1, 2015, all employees will be frozen at their current rate for the duration of the 2015-2019 Collective Bargaining Agreement. Employees within this bargaining unit 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 and would then be frozen at that new in-hire rate. In addition, temporary assignments to higher-level classifications shall also be calculated at the in-hire rates. All full-scale employees will be promoted to the full-scale rate of the next higher classifications, upon promotion.

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

Section 310.APPENDIX A Negotiated Rates of Pay

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

Effective July 1, 2014

Title	Title Code	Pay Plan Code	95%	97%	100% (Full-Scale)
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	B	5369	5482	5652
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	Q	5449	5564	5736
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	S	5527	5643	5818

Title	Title Code	Pay Plan Code	75%	80%	85%	90%	95%	100% (Full-Scale)
Auto & Body Repairer	03680	B	4239	4522	4804	5087	5369	5652
Auto & Body Repairer	03680	Q	4302	4589	4876	5162	5449	5736
Auto & Body Repairer	03680	S	4364	4654	4945	5236	5527	5818
Automotive Attendant I	03696	B	2561	2731	2902	3073	3243	3414
Automotive Attendant I	03696	Q	2609	2783	2957	3131	3305	3479
Automotive Attendant I	03696	S	2666	2843	3021	3199	3376	3554
Automotive Attendant II	03697	B	2734	2916	3098	3281	3463	3645
Automotive Attendant II	03697	Q	2786	2972	3158	3344	3529	3715
Automotive Attendant II	03697	S	2841	3030	3220	3409	3599	3788
Automotive Mechanic	03700	B	4239	4522	4804	5087	5369	5652
Automotive Mechanic	03700	Q	4302	4589	4876	5162	5449	5736
Automotive Mechanic	03700	S	4364	4654	4945	5236	5527	5818
Automotive Parts Warehouse Specialist	03734	B	4151	4427	4704	4981	5257	5534
Automotive Parts Warehouser	03730	B	4071	4342	4614	4885	5157	5428
Small Engine Mechanic	41150	B	3732	3981	4230	4478	4727	4976
Storekeeper I (See Note)	43051	B	3989	4254	4520	4786	5052	5318
Storekeeper II (See Note)	43052	B	4074	4346	4617	4889	5160	5432

NOTES: Shift Differential Pay – Regular shifts that commence at or after 4:00 p.m. shall be considered night shifts and employees on those shifts shall be paid at $0.50 per hour above their normal rate of pay for all hours worked on those shifts. Effective January 1, 2003, the shift differential shall increase to $0.65 per hour.

Storekeeper Clarification – Storekeeper I and II serve as an Automotive Parts Warehouser in Cook County. The Storekeeper I and II titles are in Cook County only.

Longevity Pay – Effective July 1, 2011, employees who have more than 10 years of continuous service receive a longevity payment of $50 per month and employees who have more than 15 years of continuous service receive a longevity payment of $75 per month.

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).

Stipend – Employees shall receive a one-time 2.25% stipend that will not be added into the base salary. The stipend is based on the employee's base salary effective June 28, 2013. Permanent part-time employees are paid a prorated stipend, based upon their regular work schedule, which is not to be added into the employee's base salary. To be eligible for the stipend, the employee shall be on the payroll June 28, 2013. Employees on leave of absence who would otherwise be eligible will receive the lump sum stipend upon return during fiscal year 2013 to the active payroll.

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Grade
Canine Specialist	06500	RC-006	14
Correctional Officer	09675	RC-006	09
Correctional Officer Trainee	09676	RC-006	05
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 Utilities Operator	09875	RC-006	12
Corrections Vocational Instructor	09879	RC-006	12
Educator Aide	13130	RC-006	06
Housekeeper II	19602	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: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have the percentage converted to the cents per hour equivalent rounded to the nearest cent

and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

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 (3) 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 the 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, 2014
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
1	Q	2805	2898	2990	3082	3166	3246	3322	3412	3485	3629	3777
1	S	2876	2972	3067	3162	3241	3324	3393	3485	3559	3707	3855
2	Q	2877	2973	3068	3163	3242	3321	3404	3490	3572	3722	3869
2	S	2947	3044	3141	3237	3320	3392	3480	3568	3645	3794	3947
3	Q	2951	3048	3145	3242	3322	3418	3503	3587	3680	3827	3978
3	S	3021	3121	3220	3320	3393	3492	3578	3662	3756	3905	4062
4	Q	3023	3122	3222	3322	3420	3507	3610	3704	3800	3966	4126
4	S	3088	3189	3291	3393	3497	3582	3683	3777	3877	4044	4205
5	Q	3218	3324	3430	3536	3644	3762	3876	4000	4119	4312	4485
5	S	3287	3396	3504	3612	3722	3840	3956	4077	4196	4396	4571
6	Q	3397	3509	3621	3733	3876	4002	4132	4269	4405	4641	4826
6	S	3468	3582	3696	3811	3956	4078	4212	4351	4491	4724	4912
7	Q	3420	3532	3645	3758	3876	4014	4131	4281	4405	4632	4818
7	S	3490	3606	3721	3836	3956	4090	4210	4362	4491	4714	4902
8	Q	3668	3789	3910	4030	4179	4325	4493	4647	4796	5061	5263
8	S	3737	3860	3984	4107	4256	4406	4578	4730	4884	5148	5352
9	Q	3673	3793	3915	4036	4184	4336	4508	4665	4836	5099	5305
9	S	3744	3868	3991	4115	4264	4422	4590	4752	4923	5185	5392
10	Q	3817	3943	4069	4195	4352	4533	4706	4884	5063	5350	5566
10	S	3895	4023	4152	4280	4435	4618	4789	4970	5151	5434	5654
11	Q	3994	4126	4257	4389	4571	4747	4948	5137	5334	5641	5867
11	S	4068	4202	4336	4471	4652	4828	5035	5219	5424	5725	5955
12	Q	4161	4298	4435	4573	4764	4973	5178	5379	5580	5905	6139

12	S	4235	4376	4516	4654	4850	5059	5260	5469	5665	5989	6228
13	Q	4351	4494	4638	4782	4999	5223	5444	5666	5898	6238	6485
13	S	4430	4576	4723	4868	5087	5312	5534	5755	5982	6323	6577
14	Q	4422	4568	4713	4858	5086	5315	5535	5761	5989	6342	6593
14	S	4500	4648	4796	4945	5171	5402	5622	5847	6072	6428	6685
15	Q	4567	4718	4867	5017	5252	5489	5717	5959	6197	6551	6813
15	S	4643	4796	4949	5102	5339	5578	5805	6050	6282	6639	6906

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Grade
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
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
Musician	28805	RC-009	12
Pest Control Operator	31810	RC-009	15
Physical Therapy Aide I	32191	RC-009	04
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: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

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 the 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, 2014
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	2577	2661	2746	2831	2896	2972	3042	3116	3190	3322	3454

1	Q	2676	2765	2854	2943	3008	3087	3165	3239	3314	3454	3594
2	B	2636	2721	2809	2896	2972	3053	3120	3207	3279	3418	3557
2	Q	2738	2827	2917	3008	3087	3169	3243	3334	3409	3554	3696
3	B	2655	2743	2829	2917	3008	3105	3201	3302	3409	3546	3689
3	Q	2757	2848	2940	3029	3125	3227	3328	3436	3542	3688	3836
4	B	2700	2790	2877	2967	3042	3119	3201	3284	3360	3502	3641
4	Q	2805	2898	2990	3082	3165	3242	3328	3414	3495	3642	3788
5	B	2719	2809	2899	2988	3080	3179	3279	3384	3492	3631	3779
5	Q	2828	2922	3015	3109	3203	3307	3409	3521	3630	3778	3930
6	B	2782	2874	2966	3058	3135	3220	3310	3394	3489	3636	3781
6	Q	2889	2982	3078	3173	3259	3349	3443	3532	3626	3781	3933
7	B	2840	2933	3026	3120	3216	3296	3393	3486	3577	3730	3879
7	Q	2951	3049	3145	3243	3342	3430	3531	3624	3723	3887	4042
8	B	2854	2948	3042	3135	3225	3320	3413	3504	3604	3767	3917
8	Q	2965	3063	3161	3259	3352	3452	3547	3645	3747	3922	4079
9	B	2865	2959	3054	3149	3246	3351	3455	3569	3685	3845	3998
9	Q	2979	3077	3176	3274	3377	3484	3597	3712	3838	4004	4164
10	B	2926	3023	3119	3216	3310	3403	3503	3600	3704	3876	4032
10	Q	3041	3141	3242	3342	3443	3537	3644	3742	3856	4036	4198
11	B	2935	3031	3128	3225	3327	3424	3532	3628	3731	3908	4065
11	Q	3051	3152	3252	3352	3462	3560	3676	3774	3888	4070	4234
12	B	2951	3048	3145	3242	3346	3452	3562	3676	3798	3965	4124
12	Q	3069	3170	3272	3373	3478	3591	3707	3827	3960	4130	4296
13	B	3027	3127	3227	3327	3430	3539	3649	3766	3877	4061	4223
13	Q	3151	3254	3358	3462	3568	3683	3796	3920	4037	4230	4401

14	B	3035	3135	3235	3335	3439	3555	3664	3787	3917	4091	4253
14	Q	3155	3259	3363	3467	3578	3696	3814	3945	4079	4264	4435
15	B	3102	3204	3307	3409	3514	3630	3745	3871	3984	4178	4344
15	Q	3224	3330	3436	3542	3654	3777	3900	4034	4148	4355	4530
16	B	3124	3227	3330	3433	3559	3664	3785	3905	4025	4231	4402
16	Q	3250	3358	3465	3572	3702	3814	3944	4067	4195	4418	4594
17	B	3127	3230	3333	3436	3546	3664	3784	3914	4045	4248	4418
17	Q	3254	3361	3468	3575	3688	3814	3943	4077	4217	4435	4612
18	B	3156	3260	3364	3468	3579	3704	3826	3956	4089	4283	4452
18	Q	3285	3394	3502	3610	3726	3856	3984	4122	4262	4470	4647
19	B	3201	3306	3412	3517	3649	3767	3890	4018	4142	4362	4535
19	Q	3328	3437	3548	3657	3796	3922	4053	4185	4318	4550	4734
20	B	3226	3333	3439	3546	3676	3796	3929	4057	4189	4441	4621
20	Q	3357	3467	3578	3688	3827	3957	4091	4228	4369	4640	4825
21	B	3319	3428	3537	3647	3772	3890	4023	4159	4302	4537	4720
21	Q	3453	3567	3681	3794	3929	4053	4191	4336	4491	4736	4927
22	B	3371	3481	3592	3704	3840	3965	4114	4248	4405	4641	4826
22	Q	3508	3625	3740	3856	3998	4130	4289	4435	4595	4846	5041
23	B	3450	3564	3678	3791	3932	4068	4224	4368	4511	4758	4948
23	Q	3593	3712	3831	3949	4096	4242	4405	4561	4709	4975	5169
24	B	3456	3571	3684	3798	3939	4080	4236	4389	4545	4789	4985
24	Q	3603	3723	3841	3960	4103	4255	4421	4581	4752	5010	5212
25	B	3756	3880	4004	4127	4293	4460	4652	4827	5017	5310	5521
25	Q	3916	4045	4174	4303	4482	4658	4861	5047	5245	5551	5772
26	B	3908	4036	4165	4294	4485	4671	4869	5062	5254	5563	5781
26	Q	4080	4215	4350	4484	4679	4880	5088	5294	5489	5814	6047

27	B	4097	4231	4367	4502	4696	4898	5101	5304	5501	5817	6049
27	Q	4281	4423	4563	4704	4905	5121	5331	5539	5750	6074	6316

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Grade
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
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 Aide II	23422	RC-014	05
Library Aide III	23423	RC-014	07
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
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

NOTES: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

RC-014-TR Clarification – RC-014-TR is at least the minimum wage and below the minimum rate in the pay grade of the targeted title. The targeted title is the lowest entry level position in the office, either Office Aide (pay grade RC-014-02), Office Clerk (pay

grade RC-014-04) or, for the Department of Corrections only, Office Assistant (pay grade RC-014-06).

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 the 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, 2014
Bargaining Unit: RC-014

Pay	Pay	S T E P S

Grade	Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
2	B	2519	2603	2687	2769	2831	2896	2971	3037	3110	3225	3352
2	Q	2614	2701	2788	2873	2943	3008	3086	3162	3233	3352	3487
2	S	2688	2776	2865	2954	3015	3080	3164	3236	3307	3428	3565
02H	B	15.50	16.02	16.54	17.04	17.42	17.82	18.28	18.69	19.14	19.85	20.63
02H	Q	16.09	16.62	17.16	17.68	18.11	18.51	18.99	19.46	19.90	20.63	21.46
02H	S	16.54	17.08	17.63	18.18	18.55	18.95	19.47	19.91	20.35	21.10	21.94
3	B	2577	2661	2746	2831	2896	2972	3042	3116	3190	3322	3454
3	Q	2676	2765	2854	2943	3008	3087	3165	3239	3314	3454	3594
3	S	2744	2834	2924	3015	3080	3165	3240	3312	3388	3529	3669
3.5	B	2636	2721	2809	2896	2967	3042	3118	3190	3271	3409	3543
3.5	Q	2738	2827	2917	3008	3082	3165	3241	3314	3398	3542	3685
3.5	S	2804	2896	2988	3080	3162	3240	3317	3388	3473	3620	3765
4	B	2636	2721	2809	2896	2972	3053	3120	3207	3279	3418	3557
4	Q	2738	2827	2917	3008	3087	3169	3243	3334	3409	3554	3696
4	S	2804	2896	2988	3080	3165	3244	3321	3411	3483	3628	3775
4.5	B	2700	2790	2877	2967	3042	3119	3201	3284	3360	3502	3641
4.5	Q	2805	2898	2990	3082	3165	3242	3328	3414	3495	3642	3788
4.5	S	2876	2972	3067	3162	3240	3320	3400	3487	3571	3721	3868
5	B	2705	2795	2883	2972	3058	3133	3216	3294	3376	3515	3655
5	Q	2809	2902	2995	3087	3173	3258	3342	3424	3510	3655	3800
5	S	2879	2974	3070	3165	3246	3334	3419	3502	3585	3730	3879
5.5	B	2768	2860	2951	3042	3120	3213	3293	3376	3464	3606	3747
5.5	Q	2879	2974	3070	3165	3243	3339	3423	3510	3606	3749	3898
5.5	S	2949	3046	3143	3240	3321	3416	3501	3585	3679	3826	3977
6	B	2782	2874	2966	3058	3135	3220	3310	3394	3489	3636	3781
6	Q	2889	2982	3078	3173	3259	3349	3443	3532	3626	3781	3933
6	S	2954	3052	3149	3246	3335	3421	3520	3609	3704	3860	4016

7	B	2854	2948	3042	3135	3225	3320	3413	3504	3604	3767	3917
7	Q	2965	3063	3161	3259	3352	3452	3547	3645	3747	3922	4079
7	S	3035	3135	3235	3335	3428	3525	3623	3723	3821	4000	4159
8	B	2935	3031	3128	3225	3327	3424	3532	3628	3731	3908	4065
8	Q	3051	3152	3252	3352	3462	3560	3676	3774	3888	4070	4234
8	S	3119	3222	3325	3428	3533	3636	3753	3855	3965	4148	4314
9	B	3027	3127	3227	3327	3430	3539	3649	3766	3877	4061	4223
9	Q	3151	3254	3358	3462	3568	3683	3796	3920	4037	4230	4401
9	S	3215	3321	3427	3533	3641	3759	3874	3999	4116	4311	4484
10	B	3124	3227	3330	3433	3559	3664	3785	3905	4025	4231	4402
10	Q	3250	3358	3465	3572	3702	3814	3944	4067	4195	4418	4594
10	S	3318	3427	3536	3645	3776	3891	4020	4144	4280	4500	4679
10.5	B	3217	3323	3429	3535	3649	3774	3889	4024	4142	4354	4529
10.5	Q	3349	3460	3570	3680	3796	3930	4052	4193	4318	4541	4725
10.5	S	3418	3530	3643	3756	3874	4010	4128	4279	4403	4629	4816
11	B	3240	3347	3453	3560	3681	3800	3938	4067	4194	4416	4592
11	Q	3371	3481	3592	3704	3836	3961	4102	4240	4373	4610	4793
11	S	3436	3550	3663	3777	3910	4036	4181	4319	4456	4692	4879
12	B	3371	3481	3592	3704	3840	3965	4114	4248	4405	4641	4826
12	Q	3508	3625	3740	3856	3998	4130	4289	4435	4595	4846	5041
12	S	3577	3694	3813	3931	4074	4208	4371	4520	4681	4933	5132
12.5	B	3450	3564	3678	3791	3932	4068	4224	4368	4511	4758	4948
12.5	Q	3593	3712	3831	3949	4096	4242	4405	4561	4709	4975	5169
12.5	S	3663	3784	3905	4025	4176	4321	4491	4646	4793	5060	5261
13	B	3498	3612	3728	3843	3984	4136	4290	4446	4614	4871	5063
13	Q	3642	3762	3883	4002	4148	4312	4481	4645	4816	5090	5294
13	S	3711	3834	3956	4078	4229	4396	4567	4727	4902	5178	5385
14	B	3647	3767	3887	4008	4159	4321	4511	4675	4852	5137	5342
14	Q	3803	3928	4053	4178	4336	4515	4709	4886	5073	5367	5580

14	S	3872	4000	4127	4255	4422	4594	4793	4973	5159	5453	5668
15	B	3792	3917	4042	4167	4351	4530	4706	4898	5082	5388	5601
15	Q	3957	4087	4218	4348	4538	4727	4918	5121	5310	5626	5854
15	S	4029	4163	4295	4428	4623	4810	5004	5208	5396	5715	5943
16	B	3969	4099	4230	4362	4556	4758	4954	5162	5368	5685	5913
16	Q	4141	4278	4415	4550	4758	4975	5182	5395	5610	5944	6184
16	S	4221	4361	4498	4638	4843	5060	5269	5480	5699	6027	6267
17	B	4159	4295	4432	4570	4780	4999	5212	5423	5643	5979	6218
17	Q	4338	4481	4625	4767	4996	5226	5444	5665	5898	6248	6500
17	S	4417	4562	4708	4853	5085	5314	5534	5753	5982	6339	6591
18	B	4377	4522	4665	4809	5041	5274	5516	5740	5971	6326	6581
18	Q	4571	4722	4873	5024	5271	5515	5766	6001	6240	6615	6878
18	S	4646	4800	4953	5106	5355	5601	5853	6088	6330	6697	6967
19	B	4612	4764	4916	5067	5325	5577	5834	6083	6336	6722	6990
19	Q	4821	4980	5138	5297	5568	5825	6103	6357	6624	7023	7304
19	S	4901	5062	5224	5387	5656	5915	6189	6445	6711	7109	7393
20	B	4873	5033	5194	5354	5625	5885	6167	6435	6701	7108	7392
20	Q	5092	5259	5427	5596	5877	6155	6447	6724	7003	7432	7729
20	S	5172	5344	5514	5684	5965	6240	6532	6810	7090	7514	7815

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(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Grade
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: Shift Differential Pay – Shift Differential for bargaining unit employees shall be 10% of the employee's straight time hourly rate. Effective July 1, 2009, shift differential shall be 11% of the employee's straight time hourly rate. This payment shall be in addition to the employee's base salary for all hours worked in a day if their regular schedule provides that the employee is scheduled to work half or more of the hours before 7:00 a.m. or after 3:00 p.m. Employees working schedules that qualify for shift differential shall receive shift differential for all paid time off, including use of accumulated compensatory time. Employees who work p.m. or night shifts shall be paid the differential provided they worked at least one-half or more of an evening or night shift regardless of regular schedule.

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).

Uniform Allowance – All nurses who are in the Departments of Corrections and Veterans' Affairs, in certified status, and mandated to wear uniforms or scrubs, receive an annual reimbursement benefit of a maximum of $450 effective July 1, 2011.

Effective July 1, 2014
Bargaining Unit: RC-023

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
17	Q	4617	4838	5058	5284	5621	5818	6022	6264
17	S	4667	4888	5108	5334	5671	5868	6072	6314
18	B	4710	4936	5161	5392	5733	5937	6144	6389
18	Q	4779	5008	5236	5469	5818	6022	6233	6484
19	Q	5017	5250	5499	5734	6110	6326	6547	6809
19	S	5067	5300	5549	5784	6160	6376	6597	6859
22	B	5293	5542	5810	6074	6462	6687	6923	7197
22	Q	5371	5622	5892	6161	6558	6787	7021	7303
23	Q	5640	5905	6186	6471	6882	7126	7375	7669
23	S	5690	5955	6236	6521	6932	7176	7425	7719
24	B	5622	5910	6182	6464	6870	7108	7358	7652
26	B	5965	6272	6563	6863	7291	7544	7810	8123
26	Q	6052	6365	6660	6965	7399	7657	7924	8246
26	S	6102	6415	6710	7015	7449	7707	7974	8296

(Source: Amended at 39 Ill. Reg. 11220, effective July 28, 2015)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE L RC-008 (Boilermakers)

Title	Title Code	Region	Hired	Effective Date	Monthly Salary

Boiler Safety Specialist	04910	Northern		January 1, 2014	8005.74
Boiler Safety Specialist	04910	Central	Prior to December 1, 2013	January 1, 2015	6876.48
Boiler Safety Specialist	04910	Central	Hired on or after December 1, 2013	January 1, 2015	6612.00
Boiler Safety Specialist	04910	Southern	Prior to December 1, 2013	January 1, 2015	6032.58
Boiler Safety Specialist	04910	Southern	Hired on or after December 1, 2013	January 1, 2015	5801.16

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, 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.

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 rulemaking at 40 Ill. Reg. 8462, effective June 1, 2016)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Pay Plan Code
Conservation Police Officer I	09341	Q

Conservation Police Officer II	09342	Q
Conservation Police Officer Trainee	09345	Q

NOTES: Clothing Allowance – Effective July 1, 2014, the employer shall issue each officer in active duty status as of that date a clothing and equipment allowance of $300. Any distributions already submitted for and received by the officer during fiscal year 2015 shall be deducted from the amount. Effective March 1, 2015, each officer shall receive an additional $100 in clothing allowance. The clothing allowance shall be $400 each year thereafter to be paid on or before October 1.

Longevity Bonus – 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.

Shift Differential Pay – Effective July 1, 2010, officers that work between the hours of 12:00 a.m. and 6:00 a.m. shall be paid premium pay of an additional $0.25 per hour for all time worked between the hours of 12:00 a.m. and 6:00 a.m.

Signing Bonus – Each officer, covered by the Agreement by and between the Conservation Police Lodge and the Departments of Central Management Services and Natural Resources State of Illinois for RC-110 July 1, 2012 through June 30, 2015 signed November 24, 2014 and employed by the Department of Natural Resources on October 24, 2014, shall receive a $500 signing bonus to be paid by January 1, 2015.

Effective July 1, 2014

	STEPS						
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**
Conservation Police Officer I	5003	5242	5622	5886	6162	6455	6455
Conservation Police Officer II	0	0	5706	5972	6245	6539	6539
Conservation Police Officer Trainee	4014	4172					

Longevity Bonus Rates

Conservation Police Officer I

9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
6762	7158	7335	7335	7443	7443	7443	7468	7468	7468

Conservation Police Officer II

9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
6846	7243	7422	7422	7877	8243	8634	8742	9146	9569

(Source: Amended at 39 Ill. Reg. 11220, effective July 28, 2015)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Grade
Hearings Referee	18300	RC-010	23
Hearings Referee – Intermittent	18301	RC-010	23H
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: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

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 the 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, 2014
Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	4377	4522	4665	4809	5041	5274	5516	5740	5971	6326	6581
18	Q	4571	4722	4873	5024	5271	5515	5766	6001	6240	6615	6878

20	B	4873	5033	5194	5354	5625	5885	6167	6435	6701	7108	7392
20	Q	5092	5259	5427	5596	5877	6155	6447	6724	7003	7432	7729
23	B	5770	5961	6151	6341	6677	7020	7352	7690	8023	8531	8873
23	Q	6033	6233	6432	6630	6980	7337	7682	8040	8387	8912	9268
23H	B	35.51	36.68	37.85	39.02	41.09	43.20	45.24	47.32	49.37	52.50	54.60
24	B	6141	6344	6546	6749	7107	7482	7838	8202	8570	9109	9472
24	Q	6419	6630	6843	7054	7431	7816	8194	8567	8956	9519	9900
26	B	6984	7214	7445	7676	8097	8527	8957	9375	9796	10427	10844
26	Q	7323	7563	7805	8047	8482	8931	9382	9822	10259	10924	11361

(Source: Amended at 40 Ill. Reg. 5893, effective March 28, 2016)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Grade
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
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
Construction Supervisor I	09561	RC-028	13
Construction Supervisor II	09562	RC-028	16
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 II	19602	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
Natural Resources Technician I	28851	RC-028	10
Natural Resources Technician II	28852	RC-028	13
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: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

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 the 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, 2014
Bargaining Unit: RC-028

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	2636	2721	2809	2896	2967	3042	3118	3190	3271	3409	3543
03.5	Q	2738	2827	2917	3008	3082	3165	3241	3314	3398	3542	3685
03.5	S	2804	2896	2988	3080	3162	3240	3317	3388	3473	3620	3765
04	B	2636	2721	2809	2896	2972	3053	3120	3207	3279	3418	3557
04	Q	2738	2827	2917	3008	3087	3169	3243	3334	3409	3554	3696
04	S	2804	2896	2988	3080	3165	3244	3321	3411	3483	3628	3775
06	B	2782	2874	2966	3058	3135	3220	3310	3394	3489	3636	3781
06	Q	2889	2982	3078	3173	3259	3349	3443	3532	3626	3781	3933
06	S	2954	3052	3149	3246	3335	3421	3520	3609	3704	3860	4016
06H	B	17.12	17.69	18.25	18.82	19.29	19.82	20.37	20.89	21.47	22.38	23.27
06H	Q	17.78	18.35	18.94	19.53	20.06	20.61	21.19	21.74	22.31	23.27	24.20
06H	S	18.18	18.78	19.38	19.98	20.52	21.05	21.66	22.21	22.79	23.75	24.71
07	B	2854	2948	3042	3135	3225	3320	3413	3504	3604	3767	3917

07	Q	2965	3063	3161	3259	3352	3452	3547	3645	3747	3922	4079
07	S	3035	3135	3235	3335	3428	3525	3623	3723	3821	4000	4159
08	B	2935	3031	3128	3225	3327	3424	3532	3628	3731	3908	4065
08	Q	3051	3152	3252	3352	3462	3560	3676	3774	3888	4070	4234
08	S	3119	3222	3325	3428	3533	3636	3753	3855	3965	4148	4314
09	B	3027	3127	3227	3327	3430	3539	3649	3766	3877	4061	4223
09	Q	3151	3254	3358	3462	3568	3683	3796	3920	4037	4230	4401
09	S	3215	3321	3427	3533	3641	3759	3874	3999	4116	4311	4484
09.5	B	3102	3204	3307	3409	3514	3630	3745	3871	3984	4178	4344
09.5	Q	3224	3330	3436	3542	3654	3777	3900	4034	4148	4355	4530
09.5	S	3294	3402	3512	3620	3729	3857	3976	4113	4229	4439	4617
10	B	3124	3227	3330	3433	3559	3664	3785	3905	4025	4231	4402
10	Q	3250	3358	3465	3572	3702	3814	3944	4067	4195	4418	4594
10	S	3318	3427	3536	3645	3776	3891	4020	4144	4280	4500	4679
10.5	B	3226	3333	3439	3546	3676	3796	3929	4057	4189	4441	4621
10.5	Q	3357	3467	3578	3688	3827	3957	4091	4228	4369	4640	4825
10.5	S	3426	3539	3652	3765	3905	4033	4170	4308	4451	4722	4910
11	B	3240	3347	3453	3560	3681	3800	3938	4067	4194	4416	4592
11	Q	3371	3481	3592	3704	3836	3961	4102	4240	4373	4610	4793
11	S	3436	3550	3663	3777	3910	4036	4181	4319	4456	4692	4879
11.5	B	3319	3428	3537	3647	3772	3890	4023	4159	4302	4537	4720
11.5	Q	3453	3567	3681	3794	3929	4053	4191	4336	4491	4736	4927
11.5	S	3520	3636	3752	3868	4005	4131	4275	4422	4579	4828	5021
12	B	3371	3481	3592	3704	3840	3965	4114	4248	4405	4641	4826
12	Q	3508	3625	3740	3856	3998	4130	4289	4435	4595	4846	5041
12	S	3577	3694	3813	3931	4074	4208	4371	4520	4681	4933	5132
12.5	B	3450	3564	3678	3791	3932	4068	4224	4368	4511	4758	4948
12.5	Q	3593	3712	3831	3949	4096	4242	4405	4561	4709	4975	5169
12.5	S	3663	3784	3905	4025	4176	4321	4491	4646	4793	5060	5261

13	B	3498	3612	3728	3843	3984	4136	4290	4446	4614	4871	5063
13	Q	3642	3762	3883	4002	4148	4312	4481	4645	4816	5090	5294
13	S	3711	3834	3956	4078	4229	4396	4567	4727	4902	5178	5385
14	B	3647	3767	3887	4008	4159	4321	4511	4675	4852	5137	5342
14	Q	3803	3928	4053	4178	4336	4515	4709	4886	5073	5367	5580
14	S	3872	4000	4127	4255	4422	4594	4793	4973	5159	5453	5668
15	B	3792	3917	4042	4167	4351	4530	4706	4898	5082	5388	5601
15	Q	3957	4087	4218	4348	4538	4727	4918	5121	5310	5626	5854
15	S	4029	4163	4295	4428	4623	4810	5004	5208	5396	5715	5943
16	B	3969	4099	4230	4362	4556	4758	4954	5162	5368	5685	5913
16	Q	4141	4278	4415	4550	4758	4975	5182	5395	5610	5944	6184
16	S	4221	4361	4498	4638	4843	5060	5269	5480	5699	6027	6267
17	B	4159	4295	4432	4570	4780	4999	5212	5423	5643	5979	6218
17	Q	4338	4481	4625	4767	4996	5226	5444	5665	5898	6248	6500
17	S	4417	4562	4708	4853	5085	5314	5534	5753	5982	6339	6591
18	B	4377	4522	4665	4809	5041	5274	5516	5740	5971	6326	6581
18	Q	4571	4722	4873	5024	5271	5515	5766	6001	6240	6615	6878
18	S	4646	4800	4953	5106	5355	5601	5853	6088	6330	6697	6967
19	B	4612	4764	4916	5067	5325	5577	5834	6083	6336	6722	6990
19	Q	4821	4980	5138	5297	5568	5825	6103	6357	6624	7023	7304
19	S	4901	5062	5224	5387	5656	5915	6189	6445	6711	7109	7393
21	B	5146	5315	5485	5655	5946	6233	6523	6820	7105	7548	7849
21	Q	5377	5555	5732	5910	6214	6513	6817	7129	7428	7889	8204
21	S	5457	5637	5817	5997	6299	6597	6906	7215	7511	7975	8293

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

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE P RC-029 (Paraprofessional Investigatory and Law Enforcement Employees, IFPE)

Title	Title Code	Bargaining Unit	Pay Grade
Agricultural Products Promoter (See Note)	00815	RC-029	13
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
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
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

NOTES: Shift Differential Pay – Employees shall be paid a shift differential of $0.50 per hour in addition to their base salary rate for all hours worked if their regular schedule for that day excluding overtime provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. Employees in positions having an indeterminate work schedule are not eligible for shift differential. Effective July 1, 2003, employees shall be paid a shift differential of $0.67 per hour in addition to their base salary based on the criteria in this Note. Effective January 1, 2009, employees shall be paid a shift differential of $0.75 per hour in addition to their base salary based on the criteria in this Note. Effective July 1, 2009, employees shall be paid a shift differential of $0.80 per hour in addition to their base salary based on the criteria in this Note. Employees who currently receive a percentage shift differential providing more than the per hour based indicated in this Note on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate.

Longevity Pay – Effective July 1, 1998, the Step 7 rate shall be increases by $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 by $75 per month for those employees (non-sworn) who attain 10 years of service and have three of 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, and 15 years of service 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, 2014
Bargaining Unit: RC-029

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
04	B	2705	2794	2884	2972	3050	3119	3207	3278	3419	3474	3613
04-H	B	15.55	16.06	16.57	17.08							
05	B	2781	2872	2964	3056	3132	3214	3293	3373	3514	3572	3716
07	B	2934	3029	3126	3223	3318	3414	3502	3603	3767	3832	3987
08	B	3025	3124	3224	3324	3424	3532	3627	3729	3907	3976	4137
10	B	3236	3344	3450	3557	3662	3783	3902	4024	4229	4307	4480
11	B	3349	3460	3570	3680	3798	3937	4064	4193	4413	4497	4679
12	B	3492	3608	3723	3838	3964	4112	4246	4403	4639	4727	4913
12	Q	3636	3757	3876	3996	4128	4287	4434	4595	4844	4943	5141
13	B	3625	3744	3864	3983	4134	4288	4444	4612	4868	4963	5161
13	Q	3773	3897	4022	4146	4311	4480	4643	4814	5088	5187	5396
14	B	3784	3909	4034	4159	4321	4510	4674	4850	5134	5237	5448
15	B	3958	4088	4219	4349	4528	4705	4897	5078	5386	5487	5708
16	B	4144	4281	4418	4554	4756	4953	5161	5367	5683	5802	6033
16	Q	4523	4673	4822	4970	5179	5393	5609	5943	6061	6184	6433
17	B	4347	4491	4634	4778	4999	5210	5421	5641	5976	6099	6342
18	B	4585	4737	4888	5039	5275	5513	5736	5969	6325	6449	6710
18	Q	5016	5182	5347	5512	5763	5998	6236	6611	6742	6877	7151
18.5	B	4609	4761	4913	5065	5323	5575	5832	6080	6333	6719	6988
19	B	4844	5004	5163	5323	5575	5832	6080	6333	6719	6849	7124
19	Q	5182	5352	5523	5694	5946	6182	6420	6792	6923	7059	7341
20	B	5117	5286	5455	5623	5884	6163	6434	6701	7105	7246	7535
20	Q	5348	5523	5700	5876	6153	6443	6721	7002	7428	7572	7874
22	B	5721	5910	6099	6287	6594	6905	7227	7525	7995	8154	8481
22	Q	5978	6176	6373	6570	6895	7217	7550	7865	8355	8524	8864
25	B	6465	6678	6891	7104	7479	7835	8197	8567	9104	9288	9659

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Q RC-033 (Meat Inspectors, IFPE)

Title	Title Code	Bargaining Unit	Pay Plan Code
Meat and Poultry Inspector	26070	RC-033	B
Meat and Poultry Inspector Trainee	26075	RC-033	B

Effective July 1, 2014

	STEPS										
Title	**1c**	**1b**	**1a**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Meat and Poultry Inspector	3654	3774	3894	4015	4190	4357	4523	4698	4961	5062	5113
Meat and Poultry Inspector Trainee	3099	3202	3304	3405	3530	3664	3796	3930	4146	4227	4270

NOTES: Shift Differential Pay – Employees shall be paid a shift differential of $0.50 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the hours before 8:00 a.m. or after 4:00 p.m. Effective July 1, 2009, shift differential shall be increased to $0.80 per hour.

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).

Cook County Step Increase – Employees whose official work county is Cook County and are on Step 1 through 7 as of July 1, 2011, receive a one-time step increase to be effective July 1, 2011.

Longevity Pay – Employees who are eligible for longevity pay at Step 7 on or before July 1, 2007 shall continue to receive longevity pay after being placed on Step 8 while they

remain in the same pay grade. For employees not eligible to receive longevity pay on or before July 1, 2007, 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 pay grade. For those employees who attain 15 years of continuous service and have three or more years creditable service on Step 8 on the same pay grade, the Step 8 rate shall be increased by $50 per month. Effective July 1, 2013, the Step 8 rate shall be increased by $75 per month for those employees who attain 10 years continuous service and have three or more years of creditable service on Step 8 of the same pay grade. For those employees who attain 15 years of continuous service and have 3 or more years of creditable service on the same pay grade, the Step 8 rate shall be increased by $100 per month.

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE R RC-042 (Residual Maintenance Workers, AFSCME)

Title	Title Code	Bargaining Unit	Pay Grade
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: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

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 (3) 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 the 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, 2014
Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8

1	B	3240	3347	3453	3560	3681	3800	3938	4067	4194	4416	4592
1	Q	3371	3481	3592	3704	3836	3961	4102	4240	4373	4610	4793
1	S	3436	3550	3663	3777	3910	4036	4181	4319	4456	4692	4879
01H	B	19.86	20.52	21.17	21.82	22.57	23.30	24.14	24.93	25.71	27.07	28.15
01H	Q	20.67	21.34	22.02	22.71	23.52	24.28	25.15	25.99	26.81	28.26	29.38
01H	S	21.06	21.76	22.46	23.15	23.97	24.74	25.63	26.48	27.32	28.76	29.91
2	B	3371	3481	3592	3704	3840	3965	4114	4248	4405	4641	4826
2	Q	3508	3625	3740	3856	3998	4130	4289	4435	4595	4846	5041
2	S	3577	3694	3813	3931	4074	4208	4371	4520	4681	4933	5132
3	B	3498	3612	3728	3843	3984	4136	4290	4446	4614	4871	5063
3	Q	3642	3762	3883	4002	4148	4312	4481	4645	4816	5090	5294
3	S	3711	3834	3956	4078	4229	4396	4567	4727	4902	5178	5385
4	B	3498	3612	3728	3843	3984	4136	4290	4446	4614	4871	5063
4	Q	3642	3762	3883	4002	4148	4312	4481	4645	4816	5090	5294
4	S	3711	3834	3956	4078	4229	4396	4567	4727	4902	5178	5385
5	B	3792	3917	4042	4167	4351	4530	4706	4898	5082	5388	5601
5	Q	3957	4087	4218	4348	4538	4727	4918	5121	5310	5626	5854
5	S	4029	4163	4295	4428	4623	4810	5004	5208	5396	5715	5943
6	B	3792	3917	4042	4167	4351	4530	4706	4898	5082	5388	5601
6	Q	3957	4087	4218	4348	4538	4727	4918	5121	5310	5626	5854
6	S	4029	4163	4295	4428	4623	4810	5004	5208	5396	5715	5943
7	B	3792	3917	4042	4167	4351	4530	4706	4898	5082	5388	5601
7	Q	3957	4087	4218	4348	4538	4727	4918	5121	5310	5626	5854
7	S	4029	4163	4295	4428	4623	4810	5004	5208	5396	5715	5943

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

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)

Title	Title Code	Bargaining Unit	Pay Grade
Clinical Services Supervisor	08260	VR-704	24
Computer Evidence Recovery Specialist	08980	VR-704	25
Corrections Command Center Supervisor	09500	VR-704	25
Corrections Family Services Coordinator	09600	VR-704	25
Corrections Intelligence Program Unit Manager	09798	VR-704	24
Corrections Investigations Program Administrator	09799	VR-704	24
Corrections Placement Resources Regional Supervisor	09839	VR-704	24
Corrections Program Administrator	09849	VR-704	24
Corrections Psychologist Administrator	09855	VR-704	25
Corrections Regional Mental Health Services Administrator	09857	VR-704	25
Corrections Training Program Supervisor	09860	VR-704	25
Corrections Unit Superintendent	09868	VR-704	25
Criminal Intelligence Analyst Supervisor	10169	VR-704	25
Developmental Psychological Services Administrator	12380	VR-704	25
Firearms Eligibility Administrator	15280	VR-704	25
Food Services Program Manager	15800	VR-704	24
Forensic Science Administrator I	15911	VR-704	24
Forensic Science Administrator II	15912	VR-704	25
Forensic Science Administrator III	15913	VR-704	26
Internal Investigations Principal Evaluation Supervisor	21735	VR-704	24
Internal Investigations Supervisor	21740	VR-704	24
Juvenile Justice Chief of Security	21965	VR-704	24
Juvenile Justice Psychologist Administrator	21967	VR-704	25
Juvenile Justice Unit Superintendent	21985	VR-704	25
Law Enforcement Training Administrator	23260	VR-704	25
Licensing Investigations Supervisor	23577	VR-704	25
Narcotics and Currency Unit Supervisor	28750	VR-704	25
Police Lieutenant	32977	VR-704	24
Public Service Administrator, Option 8L (at Department of Corrections)	37015	VR-704	24
Senior Public Service Administrator, Option 7 (research and development unit chief function at Department of	40070	VR-704	24

State Police)			
Senior Public Service Administrator, Option 7 (protected services unit operations commander and senior terrorism advisor functions at Department of State Police)	40070	VR-704	25
Senior Public Service Administrator, Option 7 (deputy laboratory director function at Department of State Police)	40070	VR-704	27
Sex Offender Registration Unit Supervisor	40700	VR-704	26
Shift Supervisor at Department of Corrections Correctional Work Camps – Hired before or on June 30, 2014	40800	VR-704	24
Shift Supervisor at Department of Corrections Correctional Work Camps – Hired on or after July 1, 2014	40800	VR-704	22
Shift Supervisor not at Department of Corrections Correctional Work Camps – Hired before August 1, 2010 and on or after April 1, 2013 prior to December 31, 2014; all effective December 31, 2014	40800	VR-704	24
Shift Supervisor not at Department of Corrections Correctional Work Camps – Hired on or after August 1, 2010 through and including March 31, 2013 prior to December 31, 2014	40800	VR-704	23
State Police Inspector	42100	VR-704	26

NOTES: Shift Differential Pay – All Shift Supervisors shall conduct roll on scheduled work days and shall be compensated for 15 minutes for the roll call period at the appropriate rate. Unless specified below, Shift Supervisors shall receive ½ hour compensation for shift preparation at the appropriate rate. Those Shift Supervisors at facilities with 300 or more security staff shall receive 45 minutes preparation at the appropriate rate.

Option Clarification – The positions allocated to the Public Service Administrator title that are assigned to the negotiated VR-704 pay grade have the Option 8L. The positions allocated to the Senior Public Service Administrator title that are assigned to the negotiated VR-704 pay grade have the Option 7. See the definition of option in Section 310.50.

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.

Shift Supervisor – Pay Grade VR-704-23 is not assigned to the Shift Supervisor title effective December 31, 2014.

Hired Before or On March 31, 2013

Effective December 31, 2014
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
22	Q	5871	6058	6245	6573	6896	7219	7552	7870
22	S	5957	6146	6336	6656	6982	7304	7641	7960
24	B	6745	7103	7478	7834	8197	8566	9104	9467
24	Q	7051	7427	7812	8189	8564	8952	9515	9894
24	S	7139	7509	7898	8273	8653	9041	9599	9984
25	B	7190	7583	7982	8380	8779	9178	9768	10159
25	Q	7510	7923	8337	8761	9177	9592	10208	10617
25	S	7599	8012	8426	8844	9262	9676	10295	10708
26	B	7671	8092	8522	8953	9370	9790	10424	10840
26	Q	8042	8479	8928	9378	9816	10255	10920	11356
27	B	8190	8635	9092	9552	9999	10448	11123	11568

Hired On or After April 1, 2013

Effective July 1, 2014
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
22	Q	5871	6058	6245	6573	6896	7219	7552	7870
22	S	5957	6146	6336	6656	6982	7304	7641	7960
24	B	6408	6748	7104	7442	7787	8266	8922	9467
24	Q	6698	7056	7421	7780	8136	8639	9325	9894
24	S	6782	7134	7503	7859	8220	8725	9407	9984
25	B	6831	7204	7583	7961	8340	8857	9573	10159
25	Q	7135	7527	7920	8323	8718	9256	10004	10617
25	S	7219	7611	8005	8402	8799	9337	10089	10708
26	B	7287	7687	8096	8505	8902	9447	10216	10840
26	Q	7640	8055	8482	8909	9325	9896	10702	11356
27	B	7781	8203	8637	9074	9499	10082	10901	11568

(Source: Amended at 39 Ill. Reg. 11220, effective July 28, 2015)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Plan Code
Educator	13100	HR-010	N

Effective July 1, 2015
Bargaining Unit: HR-010

Lane	Educational Level	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	3135	3238	3342	3445	3635	3832	4023	4229	4427	4854	5049
2	BA + 8 Hours	3234	3341	3447	3554	3744	3949	4154	4370	4576	5014	5215
3	BA + 16 Hours	3316	3425	3535	3644	3860	4076	4288	4493	4720	5178	5385
4	BA + 24 Hours	3409	3521	3634	3746	3973	4196	4418	4648	4868	5344	5560
5	MA	3514	3630	3746	3862	4088	4317	4548	4786	5011	5501	5721
6	MA + 16 Hours	3597	3716	3834	3953	4182	4412	4646	4886	5110	5607	5828

7	MA + 32 Hours	3706	3829	3951	4073	4301	4535	4772	5010	5239	5743	5973

NOTES: Bilingual Pay − For positions for which job descriptions require the use of sign language, or which require the employee to be bilingual, bilingual pay is paid on a percentage scale based on the sign communication proficiency interview (SCPI) test. An employee is paid the following percentage of the employee's monthly base salary depending on the skill level that the employee achieved on the SCPI test and paid monthly as bilingual pay in addition to the base salary:

1%	Survival
2%	Survival Plus
3%	Intermediate
4%	Intermediate Plus
5%	Advanced

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 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.

Frozen Step Increases – Effective July 1, 2015, step increases shall be frozen for the duration of the agreement.

FY2016 Bonus, Merit Incentive Program and Gain Sharing Program – All bargaining unit employees who are in active employment status on June 30, 2016, and who have missed fewer than five (5) percent of their assigned work days between the effective date of this Agreement and June 30, 2016 shall receive a one (1) time, non-pensionable bonus of $1,000. This bonus shall be paid no later than 30 days from the date upon which the contract is signed by the parties, subject to any Pay Plan change that is necessary to effectuate this provision.
The parties agree to develop and implement a merit incentive program which will begin in the Fiscal Year starting July 1, 2016, to reward and incentivize high-performing employees, or a group's/unit's performance. As a part of such efforts, the Employer shall create an annual bonus fund for payout to those individuals deemed high performers or for a group's/unit's level of performance for the specific group/unit. Payment from this bonus fund will be based on the satisfaction of performance standards to be developed by the Employer in consultation with the Union. Such merit compensation either for a group/unit or an individual shall be considered a one-time bonus and will be offered only as a non-pensionable incentive, and that any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

Additionally, as a part of overall efforts to improve efficiency of state operations and align the incentives of the Employer with its employees, the Employer shall develop gain sharing programs. Under such programs, employees or agencies that achieve savings for the State will share in such savings. Savings shall be calculated based on achieved savings for the State and shall not include savings from other funds, such as Federal funds, if the State is forbidden from disbursing such monies as rewards. Such compensation, either for a group or an individual, shall be considered a one-time bonus and will be offered only as a non-pensionable incentive. Any employee who accepts gain-sharing compensation does so voluntarily and with the knowledge and on the express condition that the merit pay or gain-sharing compensation will not be included in any pension calculations.

In each contract year in which a merit incentive program is created, and subject to annual approval as a part of the State's overall budget, the Employer shall set aside for payments pursuant to this Section, a separate budgetary line item in an amount equal to two (2) percent of the budgeted base payroll costs for a bargaining unit employees ("Bonus Pool"). Employee bonuses will then be distributed as follows:

1) One-half (.5) percent of the Bonus Pool will be distributed among all bargaining unit employees subject to this Agreement and who meet the conditions stated in subsections (a) and (b) of this Section in proportion to each employee's base salary. To be eligible to receive the first one-half (.5) percent of the bonus pool, an employee:

   a) Must have missed no more than seven (7) of their assigned work days (or no more than 56 of their assigned work hours) in the fiscal year during which a bonus is distributed, and

   b) Must have committed no work policy violations during the same fiscal year.

2) The remaining one and one-half (1.5) percent of the Bonus Pool will be distributed to no fewer than 25% of employees based on the satisfaction of performance standards to be developed by the Employer in consultation with the Union as part of a merit incentive program described in subsection B above, as well as meeting the criterion set out in subsection (1)(a) above.

The Employer shall form a joint committee with the Union comprised of at least three (3) representatives from the Union and a comparable number of Employer-representatives. The purpose of such committee will be to allow the Union the opportunity to consult on development of specific policies and criteria for both of these programs. Further, once developed, the Union will be given an opportunity to review and comment on such policies and criteria prior to their implementation. The Employer's intent is to develop policies that will reward employees or group of employees based on specific achievements and to prevent payouts that are influenced by favoritism, politics, or other purely subjective criteria. Compliance with the policies for both of these programs shall be subject to the grievance and arbitration procedure. Whenever the Employer pays an employee or group of employees as part of the merit incentive program or gain-sharing initiatives, the payments shall be funded by the employing Agency's operating funds. The Employer shall forward all requests for payment to the Comptroller, and payments shall be issued as required by the obligations of this Agreement.

This Memorandum of Agreement shall remain in effect until the expiration of the current collective bargaining agreement between the parties, or until there is a mutual agreement between the parties to terminate this memorandum of understanding prior to such expiration.

(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 U HR-010 (Teachers of Deaf, Extracurricular Paid Activities)

Title	Title Code	Bargaining Unit	Pay Plan Code
Educator	13100	HR-010	N

Extracurricular Activities Pay Schedule
Effective July 1, 2015

Classification I	Per Year
High School Head Coaches:	
Basketball – Boys	3224
Basketball – Girls	3224
Football	3224
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:	

7th Grade Basketball – Boys	2035
8th Grade Basketball – Boys	2035
7th Grade Basketball – Girls	2035
8th Grade Basketball – Girls	2035
Track – Boys	2035
Track – Girls	2035
Volleyball	2035
Wrestling	2035
Football	2035
Cheerleading Sponsor:	
High School Basketball	2035

Classification III	**Per Year**
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

Classification V	**Per Year**
Special Olympics Coaches:	
Volleyball	751
Basketball	751
Student Body Government	751

Scorekeepers and Timers	**Per**

	Event
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

(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 (Corrections Meet and Confer Employees)

Title	Title Code	Bargaining Unit	Pay Grade
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
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: 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.

Shift Differential Pay – Employees shall be paid a shift differential of $0.52 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7:00 a.m. or after 3:00 p.m. Effective January 1, 2009, employees shall be paid a shift differential of $0.75 per hour in addition to their base salary based on the criteria in this Note. Effective July 1, 2009, employees shall be paid a shift differential of $0.80 per hour in addition to their base salary based on the criteria in this Note. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated above based on the base rate of pay prior to the effective date shall have the percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. When, in past practice, the payment has been for all paid time, it shall continue as such. Such payment shall be for all paid time irrespective of the past practice. This shall not apply to employees who because of "flex time" scheduling made at their request are scheduled and work hours which would otherwise qualify them for premium pay.

Effective July 1, 2014
Bargaining Unit: CU-500

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
08	Q	3121	3224	3327	3430	3536	3640	3756	3857	3968	4149	4317
13	Q	3713	3835	3958	4080	4232	4399	4569	4728	4904	5180	5387
16	Q	4224	4363	4502	4641	4844	5061	5271	5481	5705	6028	6269
16	S	4298	4440	4582	4724	4931	5148	5355	5569	5790	6117	6361
17	Q	4421	4567	4712	4858	5086	5315	5535	5761	5989	6342	6593
17	S	4500	4648	4797	4945	5171	5402	5622	5847	6072	6428	6685
18	Q	4649	4802	4956	5109	5356	5602	5854	6089	6332	6701	6970
18	S	4733	4889	5045	5201	5443	5690	5939	6178	6416	6790	7062

19	Q	4904	5065	5228	5389	5658	5917	6191	6447	6715	7111	7396
19	S	4981	5145	5309	5473	5740	6002	6278	6532	6800	7200	7489
20	Q	5175	5346	5517	5688	5966	6242	6534	6812	7092	7515	7816
20	S	5255	5427	5601	5774	6056	6333	6624	6903	7178	7604	7909
21	Q	5457	5637	5817	5997	6303	6597	6907	7217	7514	7976	8295
21	S	5539	5721	5904	6086	6387	6688	6993	7305	7599	8063	8386
22	Q	5679	5867	6054	6241	6564	6642	7200	7529	7841	8320	8650
22	S	5761	5952	6141	6331	6644	6967	7283	7615	7927	8407	8741
24	Q	6501	6716	6930	7144	7519	7904	8280	8657	9044	9607	9994
24	S	6578	6795	7011	7229	7601	7991	8367	8743	9133	9694	10081

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Grade
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 Generalist	00805	RC-062	14
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
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 I	07201	RC-062	17
Child Welfare Staff Development Coordinator II	07202	RC-062	19
Child Welfare Staff Development Coordinator III	07203	RC-062	20
Child Welfare Staff Development Coordinator IV	07204	RC-062	22
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 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
Developmental Disabilities Council Program	12361	RC-062	12

Planner I			
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
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	13
Gaming Senior Special Agent	17191	RC-062	23
Gaming Special Agent	17192	RC-062	19
Gaming Special Agent Trainee	17195	RC-062	14
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 I – Opt. B	18182	RC-062	20
Health Services Investigator II – Opt. A	18185	RC-062	22
Health Services Investigator II – Opt. B	18186	RC-062	22
Health Services Investigator II – Opt. C	18187	RC-062	25
Health Services Investigator II – Opt. D	18188	RC-062	25
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
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	21731	RC-062	18

Corrections			
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
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
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
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 I	37001	RC-062	12
Public Information Officer II	37002	RC-062	14
Public Information Officer III	37003	RC-062	19
Public Information Officer IV	37004	RC-062	21
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
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 I	38207	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 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
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
Senior Public Service Administrator, Option 7 Gaming Board and Department of Revenue	40070	RC-062	26
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
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
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: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

Option Clarification – The positions allocated to the Public Service Administrator title that are assigned to a negotiated RC-062 pay grade have the following Options: 2; 6; 7; 8B; 8C; 8Y; 8Z; 9A; and 9B. The positions allocated to the Senior Public Service Administrator title that are assigned to a negotiated RC-062 pay grade have the Option 7. See the definition of option in Section 310.50.

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 the 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.

For the Revenue Tax Specialist II position classification title only – The pay grade assigned to the employee is based on the location of the position and the residence held by the employee. In the same position classification, the employee holding a position and residence outside the boundaries of the State of Illinois is assigned to a different pay grade than the pay grade assigned to the employee holding a position within the boundaries of the State of Illinois. The pay grade assigned to the employee holding a position located within the boundaries of the State of Illinois is the pay grade with the (IL) indication next to the position classification. The pay grade assigned to the

employee holding the position located outside the boundaries of the State of Illinois is determined by the location of the employee's residence or position location (e.g., IL, CA or NJ or a state other than IL, CA or NJ). If the employee's residence moves to another state while the employee is in the same position located outside the boundaries of the State of Illinois, or moves into another position located outside the boundaries of the State of Illinois in the same position classification, the base salary may change depending on the location of the employee's new residence. In all cases, change in base salary shall be on a step for step basis (e.g., if the original base salary was on Step 5 in one pay grade, the new base salary will also be on Step 5 of the newly appropriate pay grade).

For the Revenue Audit Supervisor, Revenue Auditor I, II and III, Revenue Auditor Trainee, and Revenue Computer Audit Specialist position classification titles only – Effective July 1, 2010, State employees appointed to positions allocated to the Revenue Audit Supervisor, Revenue Auditor I, II and III, Revenue Auditor Trainee, and Revenue Computer Audit Specialist classifications shall be assigned to the pay grades:

Revenue Audit Supervisor, RC-062-29
Revenue Auditor I, RC-062-21
Revenue Auditor II, RC-062-24
Revenue Auditor III, RC-062-26
Revenue Auditor Trainee, RC-062-15
Revenue Computer Audit Specialist, RC-062-27

if the employee lives in California, 50% or more of the employee's work is within a 200 mile radius of the Paramus NJ Illinois Department of Revenue office, or 50% or more of the employee's work is within the District of Columbia. This shall not apply to employees who are hired after April 1, 2013.

Effective July 1, 2014
Bargaining Unit: RC-062

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
9	B	3027	3127	3227	3327	3430	3539	3649	3766	3877	4061	4223
9	Q	3151	3254	3358	3462	3568	3683	3796	3920	4037	4230	4401
9	S	3215	3321	3427	3533	3641	3759	3874	3999	4116	4311	4484
10	B	3124	3227	3330	3433	3559	3664	3785	3905	4025	4231	4402

10	Q	3250	3358	3465	3572	3702	3814	3944	4067	4195	4418	4594
10	S	3318	3427	3536	3645	3776	3891	4020	4144	4280	4500	4679
11	B	3240	3347	3453	3560	3681	3800	3938	4067	4194	4416	4592
11	Q	3371	3481	3592	3704	3836	3961	4102	4240	4373	4610	4793
11	S	3436	3550	3663	3777	3910	4036	4181	4319	4456	4692	4879
12	B	3371	3481	3592	3704	3840	3965	4114	4248	4405	4641	4826
12	Q	3508	3625	3740	3856	3998	4130	4289	4435	4595	4846	5041
12	S	3577	3694	3813	3931	4074	4208	4371	4520	4681	4933	5132
12H	B	20.74	21.42	22.10	22.79	23.63	24.40	25.32	26.14	27.11	28.56	29.70
12H	Q	21.59	22.31	23.02	23.73	24.60	25.42	26.39	27.29	28.28	29.82	31.02
12H	S	22.01	22.73	23.46	24.19	25.07	25.90	26.90	27.82	28.81	30.36	31.58
13	B	3498	3612	3728	3843	3984	4136	4290	4446	4614	4871	5063
13	Q	3642	3762	3883	4002	4148	4312	4481	4645	4816	5090	5294
13	S	3711	3834	3956	4078	4229	4396	4567	4727	4902	5178	5385
14	B	3647	3767	3887	4008	4159	4321	4511	4675	4852	5137	5342
14	Q	3803	3928	4053	4178	4336	4515	4709	4886	5073	5367	5580
14	S	3872	4000	4127	4255	4422	4594	4793	4973	5159	5453	5668
14H	B	22.44	23.18	23.92	24.66	25.59	26.59	27.76	28.77	29.86	31.61	32.87
14H	Q	23.40	24.17	24.94	25.71	26.68	27.78	28.98	30.07	31.22	33.03	34.34
14H	S	23.83	24.62	25.40	26.18	27.21	28.27	29.50	30.60	31.75	33.56	34.88
15	B	3792	3917	4042	4167	4351	4530	4706	4898	5082	5388	5601
15	Q	3957	4087	4218	4348	4538	4727	4918	5121	5310	5626	5854
15	S	4029	4163	4295	4428	4623	4810	5004	5208	5396	5715	5943
16	B	3969	4099	4230	4362	4556	4758	4954	5162	5368	5685	5913
16	Q	4141	4278	4415	4550	4758	4975	5182	5395	5610	5944	6184

16	S	4221	4361	4498	4638	4843	5060	5269	5480	5699	6027	6267
16H	B	24.42	25.22	26.03	26.84	28.04	29.28	30.49	31.77	33.03	34.98	36.39
16H	Q	25.48	26.33	27.17	28.00	29.28	30.62	31.89	33.20	34.52	36.58	38.06
16H	S	25.98	26.84	27.68	28.54	29.80	31.14	32.42	33.72	35.07	37.09	38.57
17	B	4159	4295	4432	4570	4780	4999	5212	5423	5643	5979	6218
17	Q	4338	4481	4625	4767	4996	5226	5444	5665	5898	6248	6500
17	S	4417	4562	4708	4853	5085	5314	5534	5753	5982	6339	6591
18	B	4377	4522	4665	4809	5041	5274	5516	5740	5971	6326	6581
18	Q	4571	4722	4873	5024	5271	5515	5766	6001	6240	6615	6878
18	S	4646	4800	4953	5106	5355	5601	5853	6088	6330	6697	6967
19	B	4612	4764	4916	5067	5325	5577	5834	6083	6336	6722	6990
19	J	4612	4764	4916	5067	5325	5577	5834	6083	6336	6722	6990
19	Q	4821	4980	5138	5297	5568	5825	6103	6357	6624	7023	7304
19	S	4901	5062	5224	5387	5656	5915	6189	6445	6711	7109	7393
20	B	4873	5033	5194	5354	5625	5885	6167	6435	6701	7108	7392
20	Q	5092	5259	5427	5596	5877	6155	6447	6724	7003	7432	7729
20	S	5172	5344	5514	5684	5965	6240	6532	6810	7090	7514	7815
21	B	5146	5315	5485	5655	5946	6233	6523	6820	7105	7548	7849
21	U	5146	5315	5485	5655	5946	6233	6523	6820	7105	7548	7849
21	Q	5377	5555	5732	5910	6214	6513	6817	7129	7428	7889	8204
21	S	5457	5637	5817	5997	6299	6597	6906	7215	7511	7975	8293
22	B	5441	5619	5799	5978	6290	6595	6908	7228	7529	7998	8318
22	Q	5683	5871	6058	6245	6573	6896	7219	7552	7870	8358	8689
22	S	5766	5957	6146	6336	6656	6982	7304	7641	7960	8445	8783
23	B	5770	5961	6151	6341	6677	7020	7352	7690	8023	8531	8873

23	Q	6033	6233	6432	6630	6980	7337	7682	8040	8387	8912	9268
23	S	6111	6313	6514	6716	7065	7424	7769	8124	8474	9000	9357
24	B	6141	6344	6546	6749	7107	7482	7838	8202	8570	9109	9472
24	J	6141	6344	6546	6749	7107	7482	7838	8202	8570	9109	9472
24	Q	6419	6630	6843	7054	7431	7816	8194	8567	8956	9519	9900
24	S	6499	6714	6928	7142	7513	7901	8277	8657	9044	9604	9988
25	B	6547	6763	6979	7194	7586	7988	8385	8783	9184	9773	10163
25	J	6547	6763	6979	7194	7586	7988	8385	8783	9184	9773	10163
25	Q	6838	7065	7289	7514	7927	8342	8766	9183	9598	10212	10622
25	S	6919	7147	7376	7603	8014	8430	8849	9266	9681	10299	10714
26	B	6984	7214	7445	7676	8097	8527	8957	9375	9796	10427	10844
26	U	6984	7214	7445	7676	8097	8527	8957	9375	9796	10427	10844
26	Q	7323	7563	7805	8047	8482	8931	9382	9822	10259	10924	11361
26	S	7390	7634	7876	8120	8563	9018	9473	9914	10359	11032	11473
27	B	7456	7702	7949	8195	8641	9096	9556	10005	10455	11129	11576
27	J	7456	7702	7949	8195	8641	9096	9556	10005	10455	11129	11576
27	U	7456	7702	7949	8195	8641	9096	9556	10005	10455	11129	11576
27	Q	7794	8051	8308	8565	9031	9506	9992	10459	10928	11634	12100
28	B	7823	8081	8340	8598	9063	9544	10029	10499	10969	11679	12148
29	U	8211	8481	8752	9022	9513	10016	10523	11017	11511	12256	12745

(Source: Amended at 40 Ill. Reg. 5893, effective March 28, 2016)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE X RC-063 (Professional Employees, AFSCME)

Title	Title Code	Bargaining Unit	Pay Grade
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
Day Care Licensing Representative II	11472	RC-063	18
Dentist I	11751	RC-063	23
Dentist II	11752	RC-063	26
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
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, Historic Preservation Agency	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
Optometrist	30300	RC-063	14
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
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	37015	RC-063	24

Human Services and Veterans' Affairs and 8T			
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
Senior Public Service Administrator, Option 4 Departments of Public Health, Human Services and Commerce and Economic Opportunity and Environmental Protection Agency	40070	RC-063	26
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: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

Option Clarification – The positions allocated to the Public Service Administrator title that are assigned to the negotiated RC-063 pay grade have the following options: 1; 3; 4; 6; 6E; 7; 8A; 8D; 8E; 8H; 8I; 8N; 8P; 8S; 8T; 8U; and 9G. The positions allocated to the Senior Public Service Administrator title that are assigned to a negotiated pay grade have the Option 4. See the definition of option in Section 310.50.

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 the 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, 2014
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8

14	B	3647	3767	3887	4008	4159	4321	4511	4675	4852	5137	5342
14	Q	3803	3928	4053	4178	4336	4515	4709	4886	5073	5367	5580
14	S	3872	4000	4127	4255	4422	4594	4793	4973	5159	5453	5668
15	B	3792	3917	4042	4167	4351	4530	4706	4898	5082	5388	5601
15	Q	3957	4087	4218	4348	4538	4727	4918	5121	5310	5626	5854
15	S	4029	4163	4295	4428	4623	4810	5004	5208	5396	5715	5943
16	B	3969	4099	4230	4362	4556	4758	4954	5162	5368	5685	5913
16	Q	4141	4278	4415	4550	4758	4975	5182	5395	5610	5944	6184
16	S	4221	4361	4498	4638	4843	5060	5269	5480	5699	6027	6267
17	B	4159	4295	4432	4570	4780	4999	5212	5423	5643	5979	6218
17	Q	4338	4481	4625	4767	4996	5226	5444	5665	5898	6248	6500
17	S	4417	4562	4708	4853	5085	5314	5534	5753	5982	6339	6591
18	B	4377	4522	4665	4809	5041	5274	5516	5740	5971	6326	6581
18	Q	4571	4722	4873	5024	5271	5515	5766	6001	6240	6615	6878
18	S	4646	4800	4953	5106	5355	5601	5853	6088	6330	6697	6967
19	B	4612	4764	4916	5067	5325	5577	5834	6083	6336	6722	6990
19	Q	4821	4980	5138	5297	5568	5825	6103	6357	6624	7023	7304
19	S	4901	5062	5224	5387	5656	5915	6189	6445	6711	7109	7393
20	B	4873	5033	5194	5354	5625	5885	6167	6435	6701	7108	7392
20	Q	5092	5259	5427	5596	5877	6155	6447	6724	7003	7432	7729
20	S	5172	5344	5514	5684	5965	6240	6532	6810	7090	7514	7815
21	B	5146	5315	5485	5655	5946	6233	6523	6820	7105	7548	7849
21	Q	5377	5555	5732	5910	6214	6513	6817	7129	7428	7889	8204
21	S	5457	5637	5817	5997	6299	6597	6906	7215	7511	7975	8293
22	B	5441	5619	5799	5978	6290	6595	6908	7228	7529	7998	8318
22	Q	5683	5871	6058	6245	6573	6896	7219	7552	7870	8358	8689
22	S	5766	5957	6146	6336	6656	6982	7304	7641	7960	8445	8783
23	B	5770	5961	6151	6341	6677	7020	7352	7690	8023	8531	8873
23	Q	6033	6233	6432	6630	6980	7337	7682	8040	8387	8912	9268
23	S	6111	6313	6514	6716	7065	7424	7769	8124	8474	9000	9357

24	B	6141	6344	6546	6749	7107	7482	7838	8202	8570	9109	9472
24	Q	6419	6630	6843	7054	7431	7816	8194	8567	8956	9519	9900
24	S	6499	6714	6928	7142	7513	7901	8277	8657	9044	9604	9988
25	B	6547	6763	6979	7194	7586	7988	8385	8783	9184	9773	10163
25	Q	6838	7065	7289	7514	7927	8342	8766	9183	9598	10212	10622
25	S	6919	7147	7376	7603	8014	8430	8849	9266	9681	10299	10714
26	B	6984	7214	7445	7676	8097	8527	8957	9375	9796	10427	10844
26	Q	7323	7563	7805	8047	8482	8931	9382	9822	10259	10924	11361
26	S	7390	7634	7876	8120	8563	9018	9473	9914	10359	11032	11473
27	B	7456	7702	7949	8195	8641	9096	9556	10005	10455	11129	11576
27	Q	7794	8051	8308	8565	9031	9506	9992	10459	10928	11634	12100
28	B	7823	8081	8340	8598	9063	9544	10029	10499	10969	11679	12148
29	B	8211	8481	8752	9022	9513	10016	10523	11017	11511	12256	12745

(Source: Amended at 40 Ill. Reg. 5893, effective March 28, 2016)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Y RC-063 (Educator and Educator Trainees, AFSCME)

Title	Title Code	Bargaining Unit
Educator	13100	RC-063
Educator Trainee	13148	RC-063

NOTES: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours which would otherwise qualify them for premium pay under

this provision.

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 the 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.

Educator

Effective July 1, 2014

12- Educational Pay S T E P S

Month Lane	Level	Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	E	4248	4388	4528	4669	4888	5101	5336	5610	5871	6369	6624
1	BA	L	4311	4453	4594	4737	4955	5178	5417	5694	5958	6463	6721
1	BA	P	4386	4531	4676	4821	5046	5260	5500	5778	6047	6548	6810
2	BA + 8 Hours	E	4361	4505	4648	4792	5014	5240	5515	5798	6072	6585	6850
2	BA + 8 Hours	L	4428	4574	4721	4866	5088	5315	5594	5880	6161	6683	6949
2	BA + 8 Hours	P	4506	4653	4802	4951	5177	5402	5681	5968	6248	6766	7036
3	BA + 16 Hours	E	4466	4612	4760	4906	5142	5404	5690	5964	6266	6797	7068
3	BA + 16 Hours	L	4530	4680	4829	4979	5216	5481	5773	6052	6358	6896	7172
3	BA + 16 Hours	P	4608	4760	4911	5063	5302	5569	5860	6138	6447	6982	7262
4	BA + 24 Hours	E	4568	4719	4868	5018	5270	5567	5861	6162	6460	7020	7300
4	BA + 24 Hours	L	4634	4787	4940	5093	5349	5649	5947	6255	6555	7120	7407
4	BA + 24 Hours	P	4715	4871	5027	5182	5433	5734	6030	6343	6641	7212	7499
5	MA	E	4685	4839	4994	5148	5420	5730	6035	6354	6649	7230	7520
5	MA	L	4751	4908	5064	5221	5500	5813	6123	6445	6754	7337	7633
5	MA	P	4833	4992	5151	5310	5585	5898	6207	6531	6839	7424	7720
6	MA + 16 Hours	E	4770	4927	5084	5241	5549	5854	6161	6480	6783	7377	7670
6	MA + 16 Hours	L	4839	4998	5158	5317	5626	5938	6250	6579	6882	7486	7784
6	MA + 16 Hours	P	4917	5079	5241	5403	5715	6024	6342	6664	6973	7566	7870
7	MA + 32 Hours	E	4916	5078	5240	5402	5705	6020	6333	6646	6956	7554	7856
7	MA + 32 Hours	L	4988	5152	5316	5480	5790	6107	6428	6749	7058	7661	7969
7	MA + 32 Hours	P	5066	5235	5401	5568	5875	6195	6513	6837	7144	7751	8061

Effective July 1, 2014

9-Month Lane	Educational Level	Pay Plan Code	STEPS										
			1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	M	3137	3240	3344	3447	3636	3835	4024	4231	4428	4858	5051
1	BA	O	3137	3240	3344	3447	3636	3835	4024	4231	4428	4858	5051
2	BA + 8 Hours	M	3234	3342	3448	3555	3746	3951	4155	4371	4579	5016	5217
2	BA + 8 Hours	O	3234	3342	3448	3555	3746	3951	4155	4371	4579	5016	5217
3	BA + 16 Hours	M	3319	3428	3537	3647	3861	4077	4290	4495	4722	5181	5388
3	BA + 16 Hours	O	3319	3428	3537	3647	3861	4077	4290	4495	4722	5181	5388
4	BA + 24 Hours	M	3412	3524	3636	3749	3975	4198	4420	4650	4872	5347	5563
4	BA + 24 Hours	O	3412	3524	3636	3749	3975	4198	4420	4650	4872	5347	5563

5	MA	M	3517	3632	3749	3864	4090	4318	4550	4787	5014	5503	5724
5	MA	O	3517	3632	3749	3864	4090	4318	4550	4787	5014	5503	5724
6	MA + 16 Hours	M	3600	3718	3837	3956	4184	4415	4648	4888	5110	5609	5831
6	MA + 16 Hours	O	3600	3718	3837	3956	4184	4415	4648	4888	5110	5609	5831
7	MA + 32 Hours	M	3708	3831	3953	4075	4304	4537	4774	5011	5242	5745	5976
7	MA + 32 Hours	O	3708	3831	3953	4075	4304	4537	4774	5011	5242	5745	5976

Educator Trainee

Effective July 1, 2014

12-Month Lane	Educational Level	Pay Plan Code	Hired on or after May 20, 2013	Hired before May 20, 2013
1	BA	E	3893	4278
1	BA	L	3950	4341
1	BA	P	4021	4419
2	BA + 8 Hours	E	3893	4278
2	BA + 8 Hours	L	3950	4341
2	BA + 8 Hours	P	4021	4419
3	BA + 16 Hours	E	3996	4391
3	BA + 16 Hours	L	4053	4454
3	BA + 16 Hours	P	4125	4533
4	BA + 24 Hours	E	4087	4491
4	BA + 24 Hours	L	4145	4555
4	BA + 24 Hours	P	4218	4635
5	MA	E	4179	4592
5	MA	L	4242	4661
5	MA	P	4315	4741
6	MA + 16 Hours	E	4286	4711
6	MA + 16 Hours	L	4349	4779
6	MA + 16 Hours	P	4426	4864
7	MA + 32 Hours	E	4364	4795
7	MA + 32 Hours	L	4430	4868
7	MA + 32 Hours	P	4502	4947

Effective July 1, 2014

9-Month Lane	Educational Level	Pay Plan Code	Hired on or after May 20, 2013	Hired before May 20, 2013
1	BA	M	2957	3249
1	BA	O	2957	3249
2	BA + 8 Hours	M	3050	3351
2	BA + 8 Hours	O	3050	3351
3	BA + 16 Hours	M	3128	3437
3	BA + 16 Hours	O	3128	3437
4	BA + 24 Hours	M	3215	3533
4	BA + 24 Hours	O	3215	3533
5	MA	M	3314	3641
5	MA	O	3314	3641
6	MA + 16 Hours	M	3393	3728
6	MA + 16 Hours	O	3393	3728
7	MA + 32 Hours	M	3497	3842
7	MA + 32 Hours	O	3497	3842

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Grade
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: Shift Differential Pay – Employees shall be paid a shift differential of $0.80 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work ½ or more of the work hours before 7 a.m. or after 3 p.m. The payment shall be for all paid time. Incumbents who currently receive a percentage shift differential providing more than the cents per hour indicated in this Note based on the base rate of pay prior to the effective date shall

have that percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive the higher cents per hour rate. This provision shall not apply to employees who, because of "flex-time" scheduling made at their request, are scheduled and work hours that would otherwise qualify them for premium pay under this provision.

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 the 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 6 while they remain in the same or lower pay grade.

Effective July 1, 2014

Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6
MD	B	9452	9763	10076	10387	10983	11585	12183	12789	13381
MD	Q	9880	10205	10530	10857	11479	12107	12734	13363	13985
MD	S	9956	10285	10613	10941	11565	12196	12821	13450	14075
MD-A	B	9995	10324	10654	10983	11663	12343	13022	13700	14377
MD-A	Q	10446	10790	11134	11479	12191	12898	13614	14321	15030
MD-A	S	10524	10871	11219	11565	12275	12987	13699	14410	15116
MD-B	B	10903	11261	11621	11980	12697	13421	14137	14861	15582
MD-B	Q	11397	11774	12150	12526	13271	14029	14779	15531	16283
MD-B	S	11475	11853	12231	12609	13361	14116	14864	15616	16371
MD-C	B	12177	12579	12981	13381	14178	14983	15777	16577	17375
MD-C	Q	12727	13146	13566	13985	14821	15659	16489	17326	18158
MD-C	S	12807	13229	13652	14075	14907	15744	16578	17410	18248
MD-D	B	13634	14084	14533	14983	15777	16577	17375	18171	18972
MD-D	Q	14249	14720	15189	15659	16489	17326	18158	18998	19830
MD-D	S	14326	14798	15271	15744	16578	17410	18248	19081	19914
MD-E	B	14451	14928	15404	15880	16726	17574	18419	19269	20111
MD-E	Q	15103	15602	16099	16597	17481	18368	19250	20137	21019
MD-E	S	15186	15688	16187	16688	17565	18452	19336	20225	21108

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Effective January 1, 2012

Title	Title Code	Bargaining Unit	Pay Plan Code	Minimum Salary	Midpoint Salary	Maximum Salary
Cartographer III	06673	NR-916	B	4575	6353	8130
Civil Engineer I	07601	NR-916	B	4450	5660	6870
Civil Engineer II	07602	NR-916	B	4750	6313	7875
Civil Engineer III	07603	NR-916	B	5215	7018	8820
Civil Engineer Trainee	07607	NR-916	B	4190	5015	5840
End-User Computer Services Specialist I	13691	NR-916	B	4020	5595	7170
End-User Computer Services Specialist II	13692	NR-916	B	4575	6353	8130
End-User Computer Systems Analyst	13693	NR-916	B	4915	6945	8975
Engineering Technician I	13731	NR-916	B	2585	3613	4640
Engineering Technician II	13732	NR-916	B	3105	4340	5575
Engineering Technician III	13733	NR-916	B	3760	5200	6640
Engineering Technician IV	13734	NR-916	B	4600	6600	8600
Highway Construction Supervisor I	18525	NR-916	B	4170	5813	7455
Highway Construction Supervisor II	18526	NR-916	B	4660	6638	8615
Technical Manager I	45261	NR-916	B	3530	4900	6270

NOTES: Shift Differential Pay – As of July 1, 2013, employees shall be paid a shift differential of $0.80 per hour in addition to their base salary for that day provided that they are scheduled to work and they work ½ or more of the work hours before 7:00 a.m. or after 3:00 p.m. The regular base rate of pay shall apply for liquidation of any benefit time, including holidays.

Vacation Payment – Effective January 1, 2016, employees newly-hired into the bargaining unit shall be entitled to a vacation payout of no more than 45 days.

Rates and Movements – Effective July 1, 2015, all current rates that are in effect will be frozen for the duration of the agreement (including all mid-point increases, bracket movements and COLAs).

Merit Incentive Program and Gain Sharing Programs – The parties agree to develop and implement a merit incentive program to reward and incentivize high-performing employees, or a group's/unit's performance. As a part of this effort, the employer shall allocate funds for payout to those individuals deemed high performers or for a group's/unit's level of performance for the specific group/unit. Payment from the allocated funds will be based on the satisfaction of performance standards to be developed by the employer in consultation with the bargaining representative. This compensation, either for a group/unit or an individual, shall be considered a one-time bonus and will be offered only as a non-pensionable incentive. Any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

Additionally, as a part of overall efforts to improve efficiency of State operations and align the incentives of the employer with its employees, the employer may develop gain sharing programs. Under these programs, employees or departments may propose initiatives that would achieve substantial savings for the State. Upon realization of these savings, the employer may elect to return a portion of these savings to the employees who participated in the identified initiative. This compensation, either for a group/unit or an individual, shall be considered a one-time bonus and will be offered only as a non-pensionable incentive. Any employee who accepts merit pay compensation does so voluntarily and with the knowledge and on the express condition that the merit pay compensation will not be included in any pension calculations.

In each contract year in which a merit incentive program is created, no less than 25% of the employees subject to this agreement will receive some form of merit compensation under such programs. Funding for these performance bonuses is subject to annual approval as a part of the State's overall budget.

The employer will develop specific policies for both of these programs and will give the bargaining representative an opportunity to review and comment on these policies prior to their implementation. The employer's intent is to develop policies that will reward employees or units of employees based on specific achievements and to prevent payouts that are influenced by favoritism, politics, or other purely subjective criteria. Compliance with the policies for both of these programs shall be subject to the grievance and arbitration procedure.

Rights exercised by the employer under Section 4 of the Illinois Public Labor Relations Act [5 ILCS 315], 80 Ill. Adm. Code 301 through 331, and Article IV of the 2015-2019 Collective Bargaining Agreement are subject to all the terms of that CBA. However, it is understood that compensation payable pursuant to merit incentive and gain sharing programs shall be performance-based only. Moreover, an employee's failure or refusal to participate in this program may not be grounds for any form of discipline.

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

Section 310.APPENDIX A Negotiated Rates of Pay

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

(Source: Repealed by peremptory 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)

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

NOTE: 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, 2014

S T E P S

1c	1b	1a	1	2	3	4	5	6	7	8

6009	6188	6374	6564	6913	7277	7623	7976	8335	8859	9213

(Source: Amended at 39 Ill. Reg. 11220, effective July 28, 2015)

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)

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

Effective July 1, 2014
Bargaining Unit: RC-184

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
21	B	5143	5312	5481	5652	5944	6230	6520	6818	7101	7545	7846
22	B	5438	5616	5796	5975	6288	6593	6906	7226	7526	7995	8315
23	B	5767	5958	6147	6337	6674	7017	7348	7688	8021	8527	8870

(Source: Amended at 38 Ill. Reg. 14818, effective July 1, 2014)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Plan Code
Internal Security Investigator I	21731	RC-090	Q
Internal Security Investigator II	21732	RC-090	Q

Effective July 1, 2014

	STEPS										
Title	**1c**	**1b**	**1a**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Internal Security Investigator I	4646	4799	4952	5105	5353	5598	5850	6085	6327	6694	6965
Internal Security Investigator II	5455	5634	5815	5995	6296	6595	6904	7212	7508	7972	8291

(Source: Amended at 38 Ill. Reg. 20695, effective October 14, 2014)

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 16925)

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)

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)

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)

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)

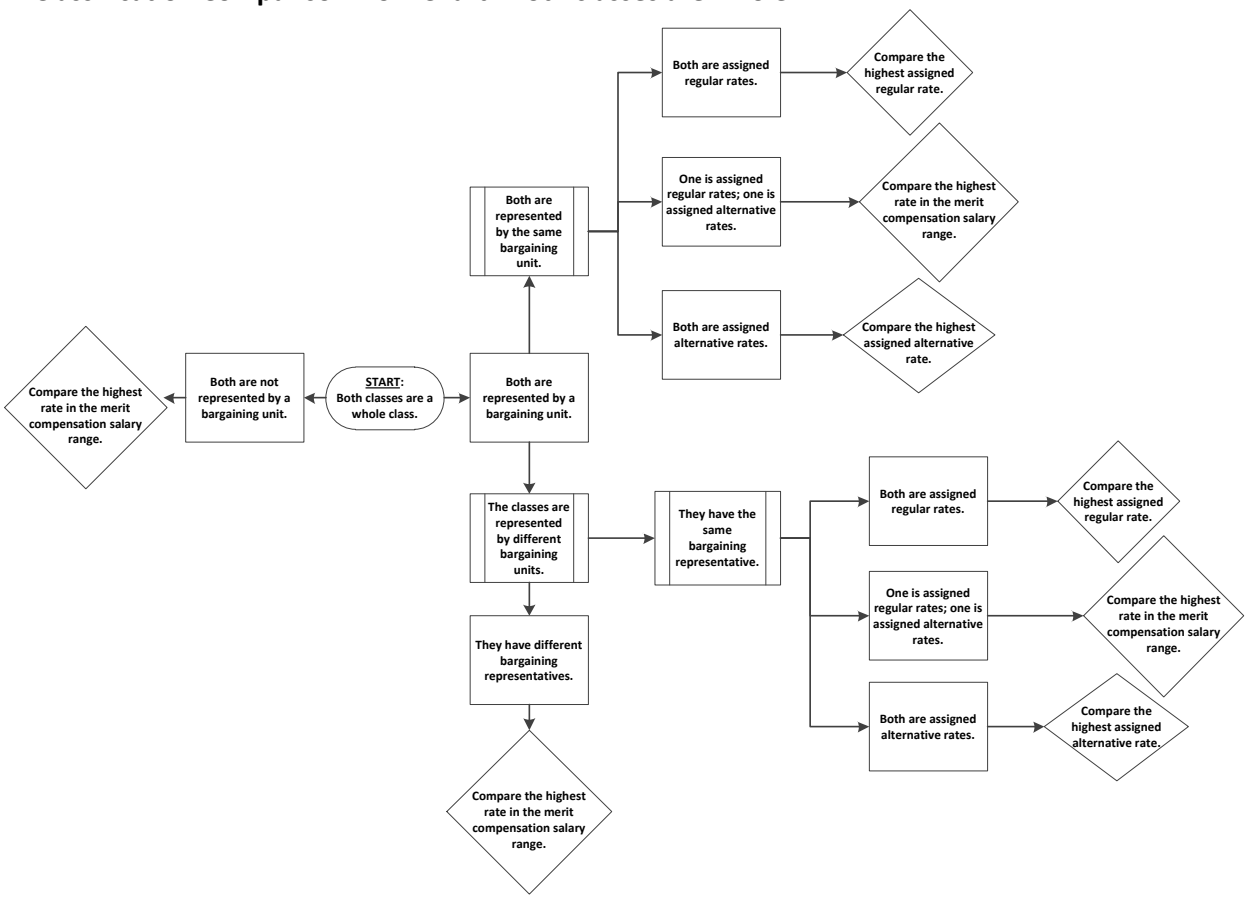
Section 310.TABLE AE Frozen RC-090-Rates-of-Pay (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)

(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.

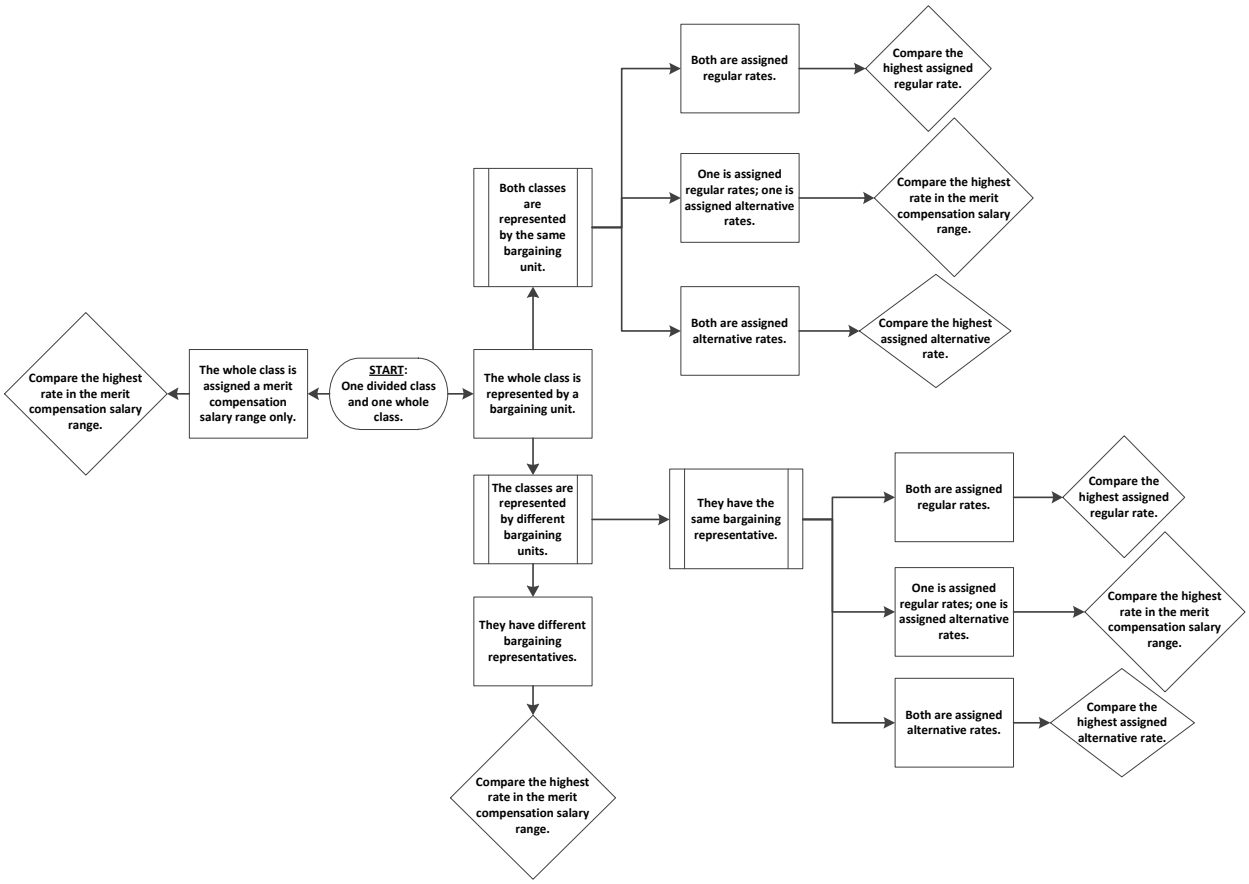


(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

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.

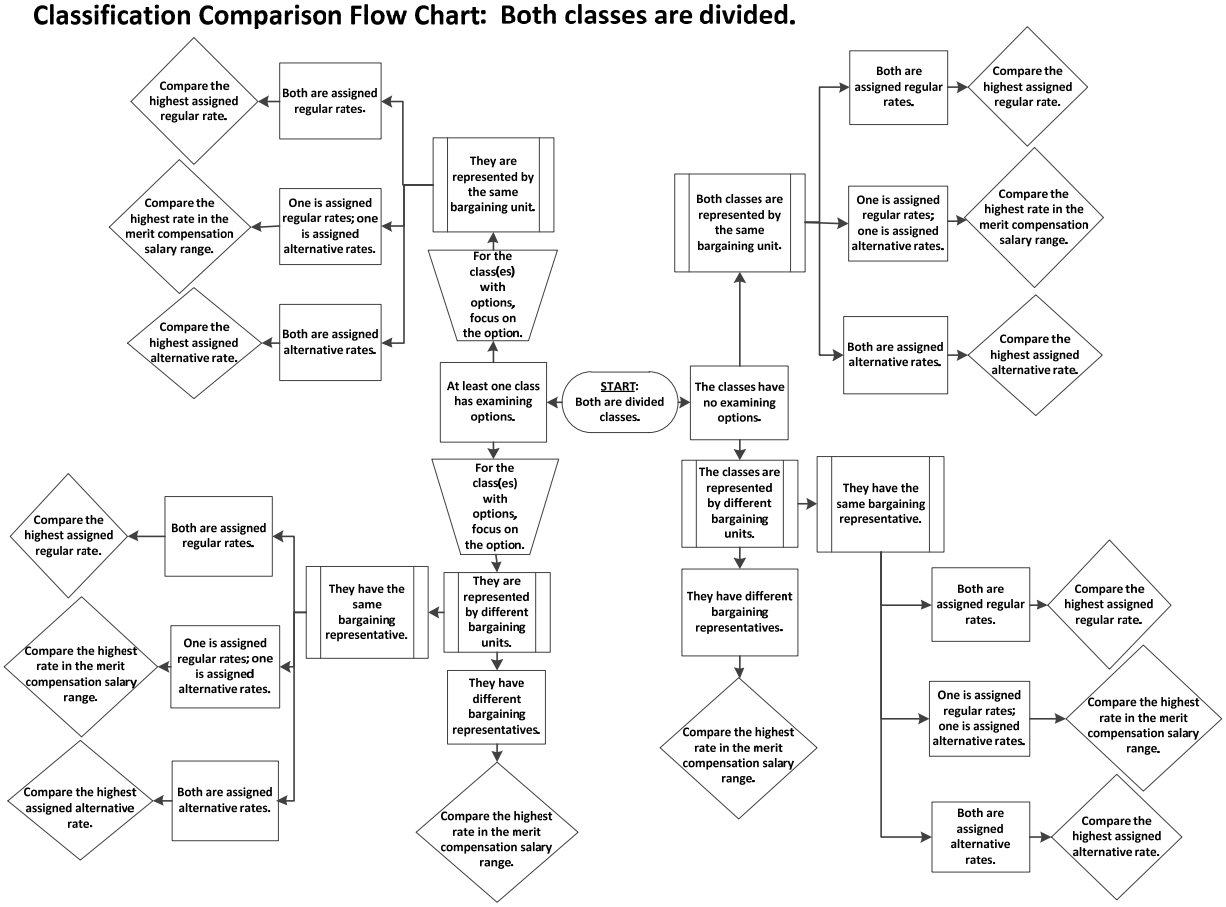


(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

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 July 1, 2013

Salary Range	Minimum Salary	Maximum Salary
MS-01	1346	2848
MS-02	1826	3286
MS-03	1911	3607
MS-04	2020	3840
MS-05	2138	4043
MS-06	2207	4140
MS-07	2280	4316
MS-08	2367	4502
MS-09	2464	4731

MS-10	2556	5114
MS-11	2611	5454
MS-12	2666	5502
MS-13	2779	5755
MS-14	2892	5797
MS-15	2900	5927
MS-16	3020	6096
MS-17	3059	6122
MS-18	3136	6412
MS-19	3174	6452
MS-20	3258	6828
MS-21	3341	6853
MS-22	3435	7163
MS-23	3528	7247
MS-24	3626	7406
MS-25	3724	7695
MS-26	3831	8115
MS-27	3937	8155
MS-28	4058	8562
MS-29	4178	8699
MS-30	4303	10004
MS-31	4432	10595
MS-32	4565	11277
MS-33	4702	12002
MS-34	4843	12848
MS-35	4988	13706
MS-36	5138	14685
MS-37	5292	15788
MS-38	5451	16164
MS-39	5615	16520
MS-60	8414	17588
MS-61	9093	18623
MS-62	9396	19094
MS-63	5783	20544
MS-64	10441	20722
MS-65	10812	21749
MS-66	10987	21993
MS-67	11163	22243

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 37 Ill. Reg. 16925, effective October 8, 2013)

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)

Section 310.APPENDIX G Broad-Band Pay Range Classes Salary Schedule

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 title that are assigned to the broad-banded salary range have the following options: 1; 2; 2B; 2C; 3; 6; 6B; 6C; 6D; 6F; 6G; 7; 8A; 8C; 8F; 8G; 8H; 8I; 8J; 8K; 8L; 8N; 8O; 8P; 8Q; 8R; 8S; 8T; 8U; 8V; 8W; and 8X. See the definition of option in Section 310.500.

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