CMS

ILLINOIS
DEPARTMENT OF CENTRAL
MANAGEMENT SERVICES

PAY PLAN

EFFECTIVE FOR FISCAL YEAR 2014
(November 1, 2013 EDITION)

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TITLE 80: PUBLIC OFFICIALS AND EMPLOYEES
SUBTITLE B: PERSONNEL RULES, PAY PLANS, AND POSITION CLASSIFICATIONS
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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.

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 title 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 classification titles 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 classification titles 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 as 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 37 Ill. Reg. 9939, effective July 1, 2013)

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, length of vacancies, and 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 rate(s) 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
Accounting & Fiscal Administration Career Trainee	RC-062-12	January 1, 2008	Step 3
Actuarial Examiner Trainee	RC-062-13	January 1, 2008	Step 4
Civil Engineer I	RC-063-15	January 1, 2008	Step 2
Commerce Commission Police Officer Trainee	MS-10	January 1, 2008	$2,943
Correctional Officer	RC-006-09	January 1, 2008	Step 2
Correctional Officer Trainee	RC-006-05	January 1, 2008	Step 4
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
Financial Institutions Examiner Trainee	RC-062-13	January 1, 2008	Step 2
Insurance Company Financial Examiner Trainee	RC-062-13	January 1, 2008	Step 4
Internal Auditor Trainee	MS-09	January 1, 2008	$2,854
Revenue Special Agent Trainee	RC-062-14	January 1, 2008	Step 2
Terrorism Research Specialist Trainee	RC-062-14	January 1, 2008	Step 2

B) Negotiated and Assigned to a Full Scale Rate – The full scale rates

are located in Section 310.Appendix A Table D.

Title	Bargaining Unit of the Full Scale Rate	Effective Date	In-Hire Rate
Highway Maintainer	HR-001	November 1, 2009	75%
Building Services Worker	HR-001	July 24, 2013	75%
Elevator Operator	HR-001	July 24, 2013	75%
Grounds Supervisor	HR-001	July 24, 2013	75%
Heavy Construction Equipment Operator	HR-001	July 24, 2013	75%
Highway Maintenance Lead Worker	HR-001	July 24, 2013	75%
Laborer (Maintenance)	HR-001	July 24, 2013	75%
Maintenance Equipment Operator	HR-001	July 24, 2013	75%
Maintenance Worker	HR-001	July 24, 2013	75%
Power Shovel Operator (Maintenance)	HR-001	July 24, 2013	75%

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	Master's degree	January 1, 2009	Add to minimum monthly rate $60/month for each year experience up to two years
Clinical Psychology Associate	RC-063-18	None identified	Completed doctoral dissertation	February 1, 2008	Step 3
Engineering Technician I, II, III and IV	NR-916	None identified	Completed 2 years of college in civil engineering or job related technical/science curriculum (60 semester/90 quarter hours credit)	January 1, 2011 January 1, 2012	$2,705 $2,845
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, 2011 January 1, 2012	$2,600 $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, 2011 January 1, 2012	$2,830 $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, 2011 January 1, 2012	$2,830 $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, 2011 January 1, 2012	$2,705 $2,845
Engineering Technician I, II, III and IV	NR-916	None identified	Completed 4 years of college in civil engineering or job related technical/science curriculum (120 semester/180 quarter hours credit includes appointees from unaccredited engineering programs and those who have not yet obtained a degree)	January 1, 2011 January 1, 2012	$2,945 $3,095
Engineering Technician I, II, III and IV	NR-916	None identified	Bachelor of Science Degree from an accredited 4 year	January 1, 2011	$3,340

			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	January 1, 2008	Step 2
Forensic Scientist Trainee	RC-062-15	None identified	Completed Forensic Science Residency Program at the U of I – Chicago	January 1, 2008	Step 3
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 4-year college	January 1, 2008	Step 4
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 4-year college	January 1, 2008	Step 6
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 2
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 4
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 3
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, Choate, Chester, Alton, Murray, and Mabley facilities	None identified beyond class requirements	January 1, 2008	Step 5
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,	None identified beyond class requirements	January 1, 2008	$2,854

		Lake, Kane, and Will counties			
Revenue Auditor Trainee	RC-062-12	Work in IL	None identified beyond class requirements	January 1, 2008	Step 5
Revenue Auditor Trainee	RC-062-15	See Note in Appendix A Table W	None identified beyond class requirements	January 1, 2008	Step 5
Revenue Auditor Trainee	RC-062-13	States other than IL and not assigned to RC-062-15	None identified beyond class requirements	January 1, 2008	Step 5
Security Therapy Aide Trainee	RC-009-13	Work in Joliet Treatment and Detention Facility	None identified beyond class requirements	January 1, 2008	Step 5
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 by peremptory rulemaking at 37 Ill. Reg. 14219, effective August 23, 2013)

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 the Illinois Public Labor Relations Act [5 ILCS 315/6(c) and 9(d)].

"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 based on the Personnel Code [20 ILCS 415/8a(1)] 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 the Personnel Code [20 ILCS 415/8a(1)], represented by more than one bargaining unit as certified by the Illinois Labor Relations Board and to which more than one bargaining unit pay grade is assigned. The divided classes effective February 21, 2013 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
Highway Maintainer	18639
Highway Maintenance Lead Worker	18659
Housekeeper II	19602
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 classification 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
6B	=	Day Care Quality Assurance
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
8J	=	Special License – Registered American Dietetic Association/Public Health Food Service Sanitation Certificate/Licensed Dietitian
8K	=	Special License – Licensed Psychologist
8L	=	Special License – Law License
8N	=	Special License – Registered Nurse License
8O	=	Special License – Occupational Therapist License
8P	=	Special License – Pharmacist License
8Q	=	Special License – Religious Ordination by Recognized Commission
8R	=	Special License – Dental Hygienist
8S	=	Special License – Social Worker/Clinical Social Worker
8T	=	Special License – 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
8X	=	Special License – Blaster Certificate
8Y	=	Special License – Plumbing License
8Z	=	Special License – Special Metrologist Training
9A	=	Special License – Certified Internal Auditor
9B	=	Special License – Certified Information Systems Auditor
9G	=	Special License – Registered Professional Geologist License
9T	=	Teamster Management Information Systems, effective December 30, 2009 through February 1, 2011

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
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
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" – The change in the classification of a position resulting from significant changes in assigned duties and responsibilities.

"Reclassification" − The assignment of a position or positions to a different classification based on creation of a new classification or the revision of existing class specification, and approved by the Civil Service Commission.

"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 the Personnel Code [20 ILCS 415/8a(1)], 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 37 Ill. Reg. 16925, effective October 8, 2013)

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. Effective July 1, 2012, the satisfactory performance increases are suspended. Effective April 17, 2013, employees in positions represented by an American Federation of State, County and Municipal Employees bargaining unit (CU-500, RC-006, RC-009, RC-010, RC-014, RC-028, RC-042, RC-062 and RC-063) receive satisfactory performance or step increases that they are or would have been eligible for during Fiscal Year 2013 (July 1, 2012 through June 30, 2013).

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. Effective July 1, 2012, the satisfactory performance increases are suspended. Effective April 17, 2013, employees in positions represented by an American Federation of State, County and Municipal Employees bargaining unit (CU-500, RC-006, RC-009, RC-010, RC-014, RC-028, RC-042, RC-062 and RC-063) receive satisfactory performance or step increases that they are or would have been eligible for during Fiscal Year 2013 (July 1, 2012 through June 30, 2013).

3) No satisfactory performance increase may be given after the effective date of separation. The exception is an employee in a position represented by an American Federation of State, County and Municipal Employees bargaining unit (CU-500, RC-006, RC-009, RC-010, RC-014, RC-028, RC-042, RC-062 and RC-063) who separated during Fiscal Year 2013 between July 1, 2012 and April 17, 2013 and who otherwise would receive a satisfactory performance or step increase based on subsection (a) (1) and (2).

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.

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.

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.

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 by peremptory rulemaking at 37 Ill. Reg. 5925, effective April 18, 2013)

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 − 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 Represented by AFSCME – Employees shall be paid a shift differential of 80 cents per hour in addition to the base salary rate for all hours worked if the normal work schedule for that day provides that the employee is scheduled to work and the employee works half or more of such work hours before 7 a.m. or after 3 p.m. Such payment shall be for all paid time.

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 −

(1) 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.

(2) 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 –

(1) 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.

(2) 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 his/her 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 (9) 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 sixty (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 thirty (30) work days in a six (6) 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 (6) 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 sixty (60) work days in a twelve (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.

5) Travel for Required Training – 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.

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 –

1) Employees in Positions Represented by the VR-704 Bargaining Unit −

A) Eligibility − Employees who are represented by the VR-704 bargaining unit 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.

B) Accrual −

i) 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 160 hours at any time.

ii) 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.

C) 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 or transferred from one agency to another agency.

2) 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.

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), 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 (j)(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) Extended Service Payment –

1) 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.

2) 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.

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 310.50).

(Source: Amended by peremptory rulemaking at 37 Ill. Reg. 14219, effective August 23, 2013)

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 2014.

(Source: Amended at 37 Ill. Reg. 9939, effective July 1, 2013)

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) Prevailing rate means the rate of pay for each class and locality certified as being correct by the Director of the Illinois Department of Labor and approved by the Director of Central Management Services or as established under the Prevailing Wage Act [820 ILCS 130]. The following are prevailing rate classes:

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

b) 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.

c) Effective January 1, 2011, newly hired employees into positions at the Department of Human Services allocated to the Barber, Beautician, Brickmason, Carpenter, Carpenter Foreman, Cement Finisher, Electrician, Machinist, Maintenance Worker (Power Plant), Painter, Plasterer, Plumber, Sewage Plant Operator, Sign Hanger, Sign Hanger Foreman, Sign Painter, Sign Painter Helper, Stationary Engineer, Stationary Engineer – Assistant Chief, Stationary Engineer – Chief, Stationary Fireman, Steamfitter, Teacher of Barbering, Teacher of Beauty Culture, Tinsmith and Water Plant Operator titles shall be paid an additional 4.00% above the prevailing rate of wages, minus the per hour costs of fringe

benefits. Newly hired employees 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).

d) Effective August 23, 2012, the Sign Hanger and Sign Hanger Foreman titles are not represented by the Sheet Metal Workers International Association or covered by the Agreement between the Department of Central Management Services of the State of Illinois and Sheet Metal Workers International Association signed June 12, 2009. The employees shall not be paid the 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. All overtime and/or holiday pay shall be set by the Cook County Prevailing Wage Rates.

(Source: Amended at 37 Ill. Reg. 4750, effective April 1, 2013)

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, an out-of-state rate assigned to the classification title in Section 310.495 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 or frozen.

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 37 Ill. Reg. 9939, effective July 1, 2013)

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-15
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
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
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
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	None	MS-04
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

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
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
Office Occupations Trainee	30075	None	MS-01
Police Officer Trainee	32985	None	MS-06
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	38375	RC-062-15	MS-09

Table W)

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

(Source: Amended at 35 Ill. Reg. 765, effective December 30, 2010)

Section 310.270 Legislated Rate

The rate of pay for employees occupying positions that require payment in accordance with specified rates set forth in legislation is as follows:

Title	Title Code	Pay Plan Code	Effective Date	Annual Salary
Arbitrator	01401	H	July 1, 2008	$115,840

When an Arbitrator is serving as an acting Commissioner of the Illinois Workers' Compensation Commission, the appropriate rate will be the same as the rate set for a Commissioner.

(Source: Amended at 33 Ill. Reg. 10211, effective July 1, 2009)

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 of this Part.

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 of this Part shall apply to incumbents of the Educator positions, with the following exceptions:

1) For HR-010 only, Section 310.100 (b) and (l) shall not apply.

2) For both RC-063 and HR-010: Section 310.100 (c) (3) and (4), (d) 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. Effective July 1, 2012, lane advancements are suspended.

(Source: Amended at 36 Ill. Reg. 16213, effective November 1, 2012)

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
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 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 Laundry Manager I	09808	MS-18
Corrections Laundry Manager II	09809	MS-20
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 Parole Agent	09842	MS-16
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 Transportation Officer I	09871	MS-13
Corrections Transportation Officer II	09872	MS-20
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 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
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
Educational Diagnostician	12965	MS-09
Educational Media Program Specialist	12980	MS-16
Educator	13100	MS-26
Educator – Provisional	13105	MS-10
Educator Aide	13130	MS-08
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
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
Fire Certification Specialist	15285	MS-16
Fire Prevention Inspector I	15316	MS-13
Fire Prevention Inspector II	15317	MS-20
Fire Prevention Inspector Trainee	15320	MS-10
Fire Protection Specialist I	15351	MS-14
Flight Safety Coordinator	15640	MS-28
Florist II	15652	MS-08
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 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 I	18261	MS-04
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 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 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 Specialist	21971	MS-20
Juvenile Justice Specialist Intern	21976	MS-13
Juvenile Justice Supervisor	21980	MS-27
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
Landscape Architect	23145	MS-28
Landscape Planner	23150	MS-21
Laundry Manager I	23191	MS-10
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 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
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
Natural Resource Technician I	28851	MS-07
Natural Resource Technician II	28852	MS-10
Natural Resources Advanced Specialist	28833	MS-23
Natural Resources Coordinator	28831	MS-12
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
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
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 Officer Trainee	32985	MS-06
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-13
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 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 I	38207	MS-19
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 Therapist I	40531	MS-16
Sex Offender Therapist II	40532	MS-21
Shift Supervisor	40800	MS-31
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
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
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 37 Ill. Reg. 9939, effective July 1, 2013)

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-hiring 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 33 Ill. Reg. 2148, effective January 26, 2009)

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 percent 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 percent 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 percent 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 34 Ill. Reg. 6583, effective April 30, 2010)

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-hiring 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 or represented by the VR-704 bargaining unit, 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 160 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 or transferred from one agency to another agency.

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) 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 circumstance.

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 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.

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), 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 (i)(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.

j) 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.

k) 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 nine (9) months, unless mutually agreed otherwise.

l) 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 his 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.

m) 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).

n) 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.

o) 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.

p) 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).

q) 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 by peremptory rulemaking at 37 Ill. Reg. 9563, effective June 19, 2013)

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

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 based on the Personnel Code [20 ILCS 415/8a(1)] 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.

"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 classification 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
6B	=	Day Care Quality Assurance
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
8J = Special License – Registered American Dietetic Association/Public Health Food Service Sanitation Certificate/Licensed Dietitian
8K = Special License – Licensed Psychologist
8L = Special License – Law License
8N = Special License – Registered Nurse License
8O = Special License – Occupational Therapist License
8P = Special License – Pharmacist License
8Q = Special License – Religious Ordination by Recognized Commission
8R = Special License – Dental Hygienist
8S = Special License – Social Worker/Clinical Social Worker
8T = Special License – 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
8X = Special License – Blaster Certificate
8Y = Special License – Plumbing License
8Z = Special License – Special Metrologist Training
9A = Special License – Certified Internal Auditor
9B = Special License – Certified Information Systems Auditor
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
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
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" – The change in the classification of a position resulting from significant changes in assigned duties and responsibilities.

"Reclassification" – The assignment of a position or positions to a different classification based on creation of a new classification or the revision of existing class specification, and approved by the Civil Service Commission.

"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 37 Ill. Reg. 9939, effective July 1, 2013)

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

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

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

Section 310.550 Fiscal Year 1985 Pay Changes in Merit Compensation System Effective July 1, 1984 (Repealed)

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

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
Senior Public Service Administrator, Option 7 (captain function) Department of Natural Resources	40070	RC-104	Q

NOTE: The positions allocated to the Senior Public Service Administrator title that are assigned to the negotiated RC-104 rates have the Option 7. See the definition of option in Section 310.50.

Effective July 1, 2011

	STEPS						
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**
Conservation Police Sergeant	5260	5531	5798	6067	6350	6646	6646
Conservation Police Lieutenant	5417	5694	5968	6247	6536	6842	6842

Senior Public Service Administrator, Option 7 (captain function) Department of Natural Resources	5688	5980	6268	6559	6862	7183	7183

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	6956	7357	7539	7539	7893	8263	8664	8745	9155	9587
Conservation Police Lieutenant	7160	7574	7758	7758	8125	8507	8916	9000	9423	9869
Senior Public Service Administrator, Option 7 (captain function) Department of Natural Resources	7517	7954	8146	8146	8531	8931	9363	9450	9895	10363

Effective January 1, 2012

	STEPS						
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**
Conservation Police Sergeant	5353	5628	5899	6174	6461	6763	6763
Conservation Police Lieutenant	5512	5794	6073	6357	6651	6963	6963
Senior Public Service Administrator, Option 7 (captain function) Department of Natural Resources	5788	6085	6378	6674	6983	7309	7309

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	7078	7486	7671	7671	8032	8408	8816	8898	9315	9756
Conservation Police Lieutenant	7286	7707	7894	7894	8268	8656	9072	9159	9589	10042
Senior Public Service Administrator, Option 7 (captain function) Department of	7649	8093	8289	8289	8681	9088	9527	9616	10069	10545

Natural Resources

Effective June 30, 2012

Title	STEPS 1	2	3	4	5	6	7
Conservation Police Sergeant	5380	5656	5928	6205	6493	6797	6797
Conservation Police Lieutenant	5540	5823	6103	6389	6684	6998	6998
Senior Public Service Administrator, Option 7 (captain function) Department of Natural Resources	5817	6115	6410	6707	7018	7346	7346

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	7113	7523	7709	7709	8072	8450	8860	8942	9362	9805
Conservation Police Lieutenant	7322	7746	7933	7933	8309	8699	9117	9205	9637	10092
Senior Public Service Administrator, Option 7 (captain function) Department of Natural Resources	7687	8133	8330	8330	8724	9133	9575	9664	10119	10598

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

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

Effective July 1, 2012

	STEPS							
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Assistant Automotive Shop Supervisor	4152	4275	4398	4522	4643	4768	4892	5016
Automotive Shop Supervisor	5112	5271	5432	5592	5754	5914	6075	6235
Meat and Poultry Inspector Supervisor	4389	4579	4762	4942	5133	5422	5531	5586

Effective April 1, 2013

	STEPS										
Title	**1c**	**1b**	**1a**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Assistant Automotive Shop Supervisor	3778	3903	4027	4152	4275	4398	4522	4643	4768	4892	5016
Automotive Shop Supervisor	4652	4805	4959	5112	5271	5432	5592	5754	5914	6075	6235
Meat and Poultry Inspector Supervisor	3994	4126	4257	4389	4579	4762	4942	5133	5422	5531	5586

Effective July 1, 2013

	STEPS										
Title	**1c**	**1b**	**1a**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Assistant Automotive Shop Supervisor	3854	3981	4108	4235	4361	4486	4612	4736	4863	4990	5116
Automotive Shop Supervisor	4745	4901	5058	5214	5376	5541	5704	5869	6032	6197	6360
Meat and Poultry Inspector Supervisor	4074	4209	4342	4477	4671	4857	5041	5236	5530	5642	5698

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 Supervisor	4155	4293	4429	4567	4764	4954	5142	5341	5641	5755	5812

Note: Effective July 1, 2013, an employee on Step 8, having ten years of continuous service and three years creditable service at Step 8, shall be paid $50 per month. An employee with fifteen years continuous service and three years of creditable service at Step 8 shall receive $75 per month.

(Source: Amended by peremptory rulemaking at 37 Ill. Reg. 11521, effective July 3, 2013)

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

Effective July 1, 2012

		STEPS							
Pay Grade	Pay Plan Code	1	2	3	4	5	6	7	8
14	B	3879	4032	4207	4362	4527	4791	4886	5083
14	Q	4045	4209	4393	4557	4731	5007	5106	5312

16	B	4250	4438	4623	4816	5008	5303	5413	5630
16	Q	4438	4638	4830	5031	5235	5545	5769	6001
19	B	4968	5203	5444	5675	5911	6268	6390	6648
20	B	5248	5492	5754	6002	6251	6632	6762	7033
21	B	5546	5814	6084	6363	6629	7041	7183	7468
22	B	5867	6152	6445	6742	7023	7459	7609	7914
23	B	6228	6548	6859	7176	7486	7956	8114	8439
24	B	6427	6762	7085	7414	7742	8205	8391	8725

Effective May 1, 2013

S T E P S

Pay Grade	Pay Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
14	B	3530	3646	3763	3879	4032	4207	4362	4527	4791	4886	5083
14	Q	3681	3802	3924	4045	4209	4393	4557	4731	5007	5106	5312
16	B	3868	3995	4123	4250	4438	4623	4816	5008	5303	5413	5630
16	Q	4039	4172	4305	4438	4638	4830	5031	5235	5545	5769	6001
19	B	4521	4670	4819	4968	5203	5444	5675	5911	6268	6390	6648
20	B	4776	4933	5091	5248	5492	5754	6002	6251	6632	6762	7033
21	B	5047	5213	5380	5546	5814	6084	6363	6629	7041	7183	7468
22	B	5339	5515	5691	5867	6152	6445	6742	7023	7459	7609	7914
23	B	5667	5854	6041	6228	6548	6859	7176	7486	7956	8114	8439
24	B	5849	6041	6234	6427	6762	7085	7414	7742	8205	8391	8725

Effective July 1, 2013

S T E P S

Pay Grade	Pay Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
14	B	3601	3719	3838	3957	4113	4291	4449	4618	4887	4984	5185
14	Q	3755	3878	4002	4126	4293	4481	4648	4826	5107	5208	5418
16	B	3945	4075	4205	4335	4527	4715	4912	5108	5409	5521	5743
16	Q	4120	4255	4391	4527	4731	4927	5132	5340	5656	5884	6121
19	B	4611	4763	4915	5067	5307	5553	5789	6029	6393	6518	6781
20	B	4872	5032	5193	5353	5602	5869	6122	6376	6765	6897	7174

21	B	5148	5317	5488	5657	5930	6206	6490	6762	7182	7327	7617
22	B	5446	5625	5805	5984	6275	6574	6877	7163	7608	7761	8072
23	B	5780	5971	6162	6353	6679	6996	7320	7636	8115	8276	8608
24	B	5966	6162	6359	6556	6897	7227	7562	7897	8369	8559	8900

Effective July 1, 2014

S T E P S

Pay Grade	Pay Plan Code	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

NOTE: 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, 2013, an employee on Step 8, having ten years of continuous service and three years creditable service at Step 8, shall be paid $75 per month. Effective July 1,

2013, an employee on Step 8, having fifteen years of continuous service and three years creditable service at Step 8, shall be paid $100 per month.

(Source: Amended by peremptory rulemaking at 37 Ill. Reg. 12588, effective July 19, 2013)

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	3664.00	January 1, 2010
Highway Maintainer (Snowbirds)	18639	HR-001	Q	3738.00	July 1, 2010
Highway Maintainer (Snowbirds)	18639	HR-001	Q	3850.00	January 1, 2011
Highway Maintainer (Snowbirds)	18639	HR-001	Q	3964.00	July 1, 2011
Highway Maintainer (Snowbirds)	18639	HR-001	Q	4083.00	January 1, 2012
Highway Maintainer (Snowbirds)	18639	HR-001	Q	4205.00	June 30, 2012

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

			July 1, 2012											
	Title	Pay Plan	75%		80%		85%		90%		95%		Full Scale	
Title	Code	Code	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
Building Services Worker	05616	B											3781	21.73
Elevator Operator	13500	B											3859	22.18
Elevator Operator – Assistant Starter	13500	B											3909	22.47
Elevator Operator – Starter	13500	B											3933	22.60
Grounds Supervisor	17549	B											5729	32.93
Grounds Supervisor (DHS - Chicago Read)	17549	B											5937	34.12
Grounds Supervisor (DHS - Supervisor Tractor Trailer)	17549	B											6221	35.75
Heavy Construction Equipment Operator (Regular - RG)	18465	Q											6073	34.90

Heavy Construction Equipment Operator (Bridge Crew - BC)	18465	Q											6160	35.40
Highway Maintainer (Regular - RG)	18639	Q	4460	25.63	4758	27.34	5055	29.05	5352	30.76	5650	32.47	5947	34.18
Highway Maintainer (Bridge Crew - BC)	18639	Q	4529	26.03	4830	27.76	5132	29.49	5434	31.23	5736	32.97	6038	34.70
Highway Maintainer (Drill Rig - DR)	18639	Q	4555	26.18	4858	27.92	5162	29.67	5466	31.41	5769	33.16	6073	34.90
Highway Maintainer (Emergency Patrol - EP)	18639	Q	4556	26.18	4860	27.93	5164	29.68	5468	31.43	5771	33.17	6075	34.91
Highway Maintenance Lead Worker (Regular - RG)	18659	Q											6112	35.13
Highway Maintenance Lead Worker (Bridge Crew - BC)	18659	Q											6199	35.63
Highway Maintenance Lead Worker (Emergency Patrol - EP)	18659	Q											6237	35.84
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular - RG)	18659	Q											6174	35.48
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew - BC)	18659	Q											6261	35.98
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol - EP)	18659	Q											6300	36.21
Laborer (Maintenance) (Regular - RG)	23080	B											5757	33.09
Maintenance Equipment Operator	25020	B											5873	33.75

Maintenance Equipment Operator (DHS - Tractor Trailer)	25020	B											5902	33.92
Maintenance Equipment Operator (Dispatcher)	25020	B											6088	34.99
Maintenance Worker (not DOT, DHS - Chicago Read or DHS - Forensic)	25500	B											5690	32.70
Maintenance Worker (DHS - Chicago Read)	25500	B											5873	33.75
Maintenance Worker (DHS - Forensic)	25500	Q											5947	34.18
Maintenance Worker (DOT - Regular - RG)	25500	B											5804	33.36
Maintenance Worker (DOT - Emergency Patrol - EP)	25500	B											5927	34.06
Power Shovel Operator (Maintenance) (Regular - RG)	33360	B											6160	35.40

			July 1, 2013											
	Title	Pay Plan	75%		80%		85%		90%		95%		Full Scale	
Title	Code	Code	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
Building Services Worker	05616	B											3857	22.17
Elevator Operator	13500	B											3936	22.62
Elevator Operator – Assistant Starter	13500	B											3987	22.91
Elevator Operator – Starter	13500	B											4012	23.06
Grounds Supervisor	17549	B											5844	33.59
Grounds Supervisor (DHS - Chicago Read)	17549	B											6056	34.80
Grounds Supervisor (DHS - Supervisor Tractor Trailer)	17549	B											6345	36.47

Heavy Construction Equipment Operator (Regular - RG)	18465	Q											6194	35.60
Heavy Construction Equipment Operator (Bridge Crew - BC)	18465	Q											6283	36.11
Highway Maintainer (Regular - RG)	18639	Q	4550	26.15	4853	27.89	5156	29.63	5459	31.37	5763	33.12	6066	34.86
Highway Maintainer (Bridge Crew - BC)	18639	Q	4619	26.55	4927	28.32	5235	30.09	5543	31.86	5851	33.63	6159	35.40
Highway Maintainer (Drill Rig - DR)	18639	Q	4646	26.70	4955	28.48	5265	30.26	5575	32.04	5884	33.82	6194	35.60
Highway Maintainer (Emergency Patrol - EP)	18639	Q	4648	26.71	4958	28.49	5267	30.27	5577	32.05	5887	33.83	6197	35.61
Highway Maintenance Lead Worker (Regular - RG)	18659	Q											6234	35.83
Highway Maintenance Lead Worker (Bridge Crew - BC)	18659	Q											6323	36.34
Highway Maintenance Lead Worker (Emergency Patrol - EP)	18659	Q											6362	36.56
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular - RG)	18659	Q											6297	36.19
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew - BC)	18659	Q											6386	36.70
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol - EP)	18659	Q											6426	36.93
Laborer (Maintenance) (Regular - RG)	23080	B											5872	33.75

Maintenance Equipment Operator	25020	B	5990	34.43
Maintenance Equipment Operator (DHS - Tractor Trailer)	25020	B	6020	34.60
Maintenance Equipment Operator (Dispatcher)	25020	B	6210	35.69
Maintenance Worker (not DOT, DHS - Chicago Read or DHS - Forensic)	25500	B	5804	33.36
Maintenance Worker (DHS - Chicago Read)	25500	B	5990	34.43
Maintenance Worker (DHS - Forensic)	25500	Q	6066	34.86
Maintenance Worker (DOT - Regular - RG)	25500	B	5920	34.02
Maintenance Worker (DOT - Emergency Patrol - EP)	25500	B	6046	34.75
Power Shovel Operator (Maintenance) (Regular - RG)	33360	B	6283	36.11

July 24, 2013

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.
Building Services Worker	05616	B	2893	16.63	3086	17.74	3278	18.84	3471	19.95	3664	21.06	3857	22.17
Elevator Operator	13500	B	2952	16.97	3149	18.10	3346	19.23	3542	20.36	3739	21.49	3936	22.62
Elevator Operator – Assistant Starter	13500	B	2990	17.18	3190	18.33	3389	19.48	3588	20.62	3788	21.77	3987	22.91
Elevator Operator – Starter	13500	B	3009	17.29	3210	18.45	3410	19.60	3611	20.75	3811	21.90	4012	23.06
Grounds Supervisor	17549	B	4383	25.19	4675	26.87	4967	28.55	5260	30.23	5552	31.91	5844	33.59
Grounds Supervisor (DHS - Chicago Read)	17549	B	4542	26.10	4845	27.84	5148	29.59	5450	31.32	5753	33.06	6056	34.80

Grounds Supervisor (DHS - Supervisor Tractor Trailer)	17549	B	4759	27.35	5076	29.17	5393	30.99	5711	32.82	6028	34.64	6345	36.47
Heavy Construction Equipment Operator (Regular - RG)	18465	Q	4646	26.70	4955	28.48	5265	30.26	5575	32.04	5884	33.82	6194	35.60
Heavy Construction Equipment Operator (Bridge Crew - BC)	18465	Q	4712	27.08	5026	28.89	5341	30.70	5655	32.50	5969	34.30	6283	36.11
Highway Maintainer (Regular - RG)	18639	Q	4550	26.15	4853	27.89	5156	29.63	5459	31.37	5763	33.12	6066	34.86
Highway Maintainer (Bridge Crew - BC)	18639	Q	4619	26.55	4927	28.32	5235	30.09	5543	31.86	5851	33.63	6159	35.40
Highway Maintainer (Drill Rig - DR)	18639	Q	4646	26.70	4955	28.48	5265	30.26	5575	32.04	5884	33.82	6194	35.60
Highway Maintainer (Emergency Patrol - EP)	18639	Q	4648	26.71	4958	28.49	5267	30.27	5577	32.05	5887	33.83	6197	35.61
Highway Maintenance Lead Worker (Regular - RG)	18659	Q	4676	26.87	4987	28.66	5299	30.45	5611	32.25	5922	34.03	6234	35.83
Highway Maintenance Lead Worker (Bridge Crew - BC)	18659	Q	4742	27.25	5058	29.07	5375	30.89	5691	32.71	6007	34.52	6323	36.34
Highway Maintenance Lead Worker (Emergency Patrol - EP)	18659	Q	4772	27.43	5090	29.25	5408	31.08	5726	32.91	6044	34.74	6362	36.56
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular - RG)	18659	Q	4723	27.14	5038	28.95	5352	30.76	5667	32.57	5982	34.38	6297	36.19
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge	18659	Q	4790	27.53	5109	29.36	5428	31.20	5747	33.03	6067	34.87	6386	36.70

Crew - BC)														
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol - EP)	18659	Q	4820	27.70	5141	29.55	5462	31.39	5783	33.24	6105	35.09	6426	36.93
Laborer (Maintenance) (Regular - RG)	23080	B	4404	25.31	4698	27.00	4991	28.68	5285	30.37	5578	32.06	5872	33.75
Maintenance Equipment Operator	25020	B	4493	25.82	4792	27.54	5092	29.26	5391	30.98	5691	32.71	5990	34.43
Maintenance Equipment Operator (DHS - Tractor Trailer)	25020	B	4515	25.95	4816	27.68	5117	29.41	5418	31.14	5719	32.87	6020	34.60
Maintenance Equipment Operator (Dispatcher)	25020	B	4658	26.77	4968	28.55	5279	30.34	5589	32.12	5900	33.91	6210	35.69
Maintenance Worker (not DOT, DHS - Chicago Read or DHS - Forensic)	25500	B	4353	25.02	4643	26.68	4933	28.35	5224	30.02	5514	31.69	5804	33.36
Maintenance Worker (DHS - Chicago Read)	25500	B	4493	25.82	4792	27.54	5092	29.26	5391	30.98	5691	32.71	5990	34.43
Maintenance Worker (DHS - Forensic)	25500	Q	4550	26.15	4853	27.89	5156	29.63	5459	31.37	5763	33.12	6066	34.86
Maintenance Worker (DOT - Regular - RG)	25500	B	4440	25.52	4736	27.22	5032	28.92	5328	30.62	5624	32.32	5920	34.02
Maintenance Worker (DOT - Emergency Patrol - EP)	25500	B	4535	26.06	4837	27.80	5139	29.53	5441	31.27	5744	33.01	6046	34.75
Power Shovel Operator (Maintenance) (Regular - RG)	33360	B	4712	27.08	5026	28.89	5341	30.70	5655	32.50	5969	34.30	6283	36.11

			July 1, 2014					
Title	**Title Code**	**Pay Plan**	**75%**	**80%**	**85%**	**90%**	**95%**	**Full Scale**

		Code	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	30.95	5526	31.76	5833	33.52	6140	35.29
Maintenance Equipment Operator (Dispatcher)	25020	B	4751	27.30	5067	29.12	5385	29.99	5701	32.76	6018	34.59	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 -	25500	B	4529	26.03	4831	27.76	5133	29.50	5435	31.24	5736	32.97	6038	34.70

Regular - RG)														
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

Note: 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.

Employees shall receive a one-time 2.25% stipend which will not be added into the base salary effective June 1, 2013. Permanent part-time employees will be paid a pro-rated stipend based upon their regular work schedule which will not be added into the base salary. To be eligible for the stipend, the employee must be on payroll June 1, 2013. Employees on leave of absence who would otherwise be eligible will receive the lump sum stipend to which they are entitled upon return to the active payroll during fiscal year 2013. An employee, who worked during fiscal year 2013, which dates are July 1, 2012 through June 30, 2013, and were on an authorized Worker's Compensation Leave of Absence, shall be paid the fiscal year 2013 stipend upon their official return to work sometime during fiscal year 2014, unless otherwise compensated for the stipend. Return to work is defined as the employee's first day back to active payroll status with an authorized licensed physician's release.

In- hire rates are located in 310.47(a). Employees who are promoted and are in the in-hire progression will promote to the next step of the in- hire rate of the higher classification. In addition, temporary assignments shall also be calculated at the in-hire rates. Employees in the in-hire will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. All full scale employees will be promoted to the full-scale rate of the next higher classifications, upon promotion.

(Source: Amended by peremptory rulemaking at 37 Ill. Reg. 17164, effective October 18, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE E RC-020 (Teamsters Local #330)

Full Scale Rates

Title	Title Code	Bargaining Unit	Pay Plan Code	Mo.	Effective Date
Highway Maintainer (Snowbirds)	18639	RC-020	Q	3664.00	January 1, 2010
Highway Maintainer (Snowbirds)	18639	RC-020	Q	3738.00	July 1, 2010
Highway Maintainer (Snowbirds)	18639	RC-020	Q	3850.00	January 1, 2011
Highway Maintainer (Snowbirds)	18639	RC-020	Q	3964.00	July 1, 2011
Highway Maintainer (Snowbirds)	18639	RC-020	Q	4083.00	January 1, 2012
Highway Maintainer (Snowbirds)	18639	RC-020	Q	4205.00	June 30, 2012

NOTE: Snowbirds are all, except those in Kankakee County, seasonal, full-time Highway Maintainers whose primary function is snow removal.

Title	Title Code	Bargaining Unit	Pay Plan Code	July 1, 2012		July 1, 2013		July 1, 2014	
				Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
Bridge Mechanic	05310	RC-020	Q	5990	34.43	6110	35.11	6232	35.82
Bridge Tender	05320	RC-020	B	5663	32.55	5776	33.20	5892	33.86
Heavy Construction Equipment Operator	18465	RC-020	Q	6073	34.90	6194	35.60	6318	36.31
Heavy Construction Equipment Operator (Bridge Crew)	18465	RC-020	Q	6160	35.40	6283	36.11	6409	36.83
Highway Maintainer	18639	RC-020	Q	5947	34.18	6066	34.86	6187	35.56
Highway Maintainer (Bridge Crew)	18639	RC-020	Q	6038	34.70	6159	35.40	6282	36.10
Highway Maintainer (Drill Rig)	18639	RC-020	Q	6073	34.90	6194	35.60	6318	36.31
Highway Maintenance Lead Worker	18659	RC-020	Q	6112	35.13	6234	35.83	6359	36.55
Highway Maintenance Lead Worker (Bridge Crew)	18659	RC-020	Q	6199	35.63	6323	36.34	6449	37.06
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	RC-020	Q	6174	35.48	6297	36.19	6423	36.91
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	18659	RC-020	Q	6261	35.98	6386	36.70	6514	37.44
Labor Maintenance Lead Worker	22809	RC-020	B	5827	33.49	5944	34.16	6063	34.84
Laborer (Maintenance)	23080	RC-020	B	5757	33.09	5872	33.75	5989	34.42
Maintenance Equipment Operator	25020	RC-020	B	5873	33.75	5990	34.43	6110	35.11
Maintenance Equipment Operator	25020	RC-020	Q	6073	34.90	6194	35.60	6318	36.31

Maintenance Worker (DHS)	25500	RC-020	B	5879	33.79	5997	34.47	6117	35.16
Maintenance Worker (DOT, not Emergency Patrol)	25500	RC-020	B	5804	33.36	5920	34.02	6038	34.70
Power Shovel Operator (Maintenance)	33360	RC-020	Q	6073	34.90	6194	35.60	6318	36.31
Power Shovel Operator (Maintenance) (Bridge Crew)	33360	RC-020	Q	6160	35.40	6283	36.11	6409	36.83
Silk Screen Operator	41020	RC-020	B	5999	34.48	6119	35.17	6241	35.87

New Hire Rates

Title	Pay Plan Code	New Hire Between the Dates	July 1, 2013		July 1, 2014		On employee's "new hire" anniversary July 2014-June 2015	
			Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
Bridge Mechanic	Q	(7/1/13-6/30/14)	4583	26.34	4674	26.86	4986	28.66
Bridge Mechanic	Q	(7/1/14-6/30/15)			4674	26.86		
Bridge Tender	B	(7/1/13-6/30/14)	4332	24.90	4419	25.40	4714	27.09
Bridge Tender	B	(7/1/14-6/30/15)			4419	25.40		
Heavy Construction Equipment Operator	Q	(7/1/13-6/30/14)	4646	26.70	4739	27.24	5054	29.05
Heavy Construction Equipment Operator	Q	(7/1/14-6/30/15)			4739	27.24		
Heavy Construction Equipment Operator (Bridge Crew)	Q	(7/1/13-6/30/14)	4712	27.08	4807	27.63	5127	29.47
Heavy Construction Equipment Operator (Bridge Crew)	Q	(7/1/14-6/30/15)			4807	27.63		
Highway Maintainer	Q							

New Hire Between the Dates	July 1, 2013		On employee's "new hire" anniversary July 2013-June 2014		July 1, 2014		On employee's "new hire" anniversary July 2014-June 2015	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/09-10/31/09)	5763	33.12	Full Scale Rate		Full Scale Rate		Full Scale Rate	
(11/1/09-12/31/09)	5459	31.37	5763	33.12	5878	33.78	Full Scale Rate	
(1/1/10-6/30/10)	5459	31.37	5763	33.12	5878	33.78	Full Scale Rate	
(7/1/10-12/31/10)	5156	29.63	5459	31.37	5568	32.00	5878	33.78
(1/1/11-6/30/11)	5156	29.63	5459	31.37	5568	32.00	5878	33.78
(7/1/11-12/31/11)	4853	27.89	5156	29.63	5259	30.22	5568	32.00
(1/1/12-6/30/12)	4853	27.89	5156	29.63	5259	30.22	5568	32.00
(7/1/12-12/31/12)	4550	26.15	4853	27.89	4950	28.45	5259	30.22
(1/1/13-6/30/13)	4550	26.15	4853	27.89	4950	28.45	5259	30.22
(7/1/13-6/30/14)	4550	26.15			4640	26.67	4950	28.45

(7/1/14-6/30/15)	4640	26.67

Title	Pay Plan Code
Highway Maintainer (Bridge Crew)	Q

New Hire Between the Dates	July 1, 2013 Mo.	July 1, 2013 Hr.	On employee's "new hire" anniversary July 2013-June 2014 Mo.	On employee's "new hire" anniversary July 2013-June 2014 Hr.	July 1, 2014 Mo.	July 1, 2014 Hr.	On employee's "new hire" anniversary July 2014-June 2015 Mo.	On employee's "new hire" anniversary July 2014-June 2015 Hr.
(7/1/09-10/31/09)	5851	33.63	Full Scale Rate		Full Scale Rate		Full Scale Rate	
(11/1/09-12/31/09)	5543	31.86	5851	33.63	5968	34.30	Full Scale Rate	
(1/1/10-6/30/10)	5543	31.86	5851	33.63	5968	34.30	Full Scale Rate	
(7/1/10-12/31/10)	5235	30.09	5543	31.86	5654	32.49	5968	34.30
(1/1/11-6/30/11)	5235	30.09	5543	31.86	5654	32.49	5968	34.30
(7/1/11-12/31/11)	4927	28.32	5235	30.09	5340	30.69	5654	32.49
(1/1/12-6/30/12)	4927	28.32	5235	30.09	5340	30.69	5654	32.49
(7/1/12-12/31/12)	4619	26.55	4927	28.32	5026	28.89	5340	30.69
(1/1/13-6/30/13)	4619	26.55	4927	28.32	5026	28.89	5340	30.69
(7/1/13-6/30/14)	4619	26.55			4712	27.08	5026	28.89
(7/1/14-6/30/15)					4712	27.08		

Title	Pay Plan Code
Highway Maintainer (Drill Rig)	Q

New Hire Between the Dates	July 1, 2013 Mo.	July 1, 2013 Hr.	On employee's "new hire" anniversary July 2013-June 2014 Mo.	On employee's "new hire" anniversary July 2013-June 2014 Hr.	July 1, 2014 Mo.	July 1, 2014 Hr.	On employee's "new hire" anniversary July 2014-June 2015 Mo.	On employee's "new hire" anniversary July 2014-June 2015 Hr.
(7/1/09-10/31/09)	5884	33.82	Full Scale Rate		Full Scale Rate		Full Scale Rate	
(11/1/09-12/31/09)	5575	32.04	5884	33.82	6002	34.49	Full Scale Rate	
(1/1/10-6/30/10)	5575	32.04	5884	33.82	6002	34.49	Full Scale Rate	
(7/1/10-12/31/10)	5265	30.26	5575	32.04	5686	32.68	6002	34.49
(1/1/11-6/30/11)	5265	30.26	5575	32.04	5686	32.68	6002	34.49
(7/1/11-12/31/11)	4955	28.48	5265	30.26	5370	30.86	5686	32.68
(1/1/12-6/30/12)	4955	28.48	5265	30.26	5370	30.86	5686	32.68
(7/1/12-12/31/12)	4646	26.70	4955	28.48	5054	29.05	5370	30.86
(1/1/13-6/30/13)	4646	26.70	4955	28.48	5054	29.05	5370	30.86
(7/1/13-6/30/14)	4646	26.70			4739	27.24	5054	29.05
(7/1/14-6/30/15)					4739	27.24		

Title	Pay Plan Code	New Hire Between the Dates	July 1, 2013 Mo.	July 1, 2013 Hr.	July 1, 2014 Mo.	July 1, 2014 Hr.	On employee's "new hire" anniversary July 2014-June 2015 Mo.	On employee's "new hire" anniversary July 2014-June 2015 Hr.
Highway Maintenance Lead Worker	Q	(7/1/13-6/30/14)	4676	26.87	4769	27.41	5087	29.24
Highway Maintenance Lead Worker	Q	(7/1/14-6/30/15)			4769	27.41		
Highway Maintenance Lead Worker (Bridge Crew)	Q	(7/1/13-6/30/14)	4742	27.25	4837	27.80	5159	29.65
Highway Maintenance Lead Worker (Bridge Crew)	Q	(7/1/14-6/30/15)			4837	27.80		
Highway Maintenance Lead Worker (Lead Lead Worker)	Q	(7/1/13-6/30/14)	4723	27.14	4817	27.68	5138	29.53
Highway Maintenance Lead Worker (Lead Lead Worker)	Q	(7/1/14-6/30/15)			4817	27.68		
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	Q	(7/1/13-6/30/14)	4790	27.53	4886	28.08	5211	29.95
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	Q	(7/1/14-6/30/15)			4886	28.08		
Labor Maintenance Lead Worker	B	(7/1/13-6/30/14)	4458	25.62	4547	26.13	4850	27.87
Labor Maintenance Lead Worker	B	(7/1/14-6/30/15)			4547	26.13		
Laborer (Maintenance)	B	(7/1/13-6/30/14)	4404	25.31	4492	25.82	4791	27.53
Laborer (Maintenance)	B	(7/1/14-6/30/15)			4492	25.82		
Maintenance Equipment Operator	B	(7/1/13-6/30/14)	4493	25.82	4583	26.34	4888	28.09
Maintenance Equipment Operator	B	(7/1/14-6/30/15)			4583	26.34		
Maintenance Equipment Operator	Q	(7/1/13-6/30/14)	4646	26.70	4739	27.24	5054	29.05
Maintenance Equipment Operator	Q	(7/1/14-6/30/15)			4739	27.24		
Maintenance Worker (DHS)	B	(7/1/13-6/30/14)	4498	25.85	4588	26.37	4894	28.13
Maintenance Worker (DHS)	B	(7/1/14-6/30/15)			4588	26.37		
Maintenance Worker (DOT, not Emergency Patrol)	B	(7/1/13-6/30/14)	4440	25.52	4529	26.03	4830	27.76
Maintenance Worker (DOT, not Emergency Patrol)	B	(7/1/14-6/30/15)			4529	26.03		
Power Shovel Operator (Maintenance)	Q	(7/1/13-6/30/14)	4646	26.70	4739	27.24	5054	29.05
Power Shovel Operator (Maintenance)	Q	(7/1/14-6/30/15)			4739	27.24		

Power Shovel Operator (Maintenance) (Bridge Crew)	Q	(7/1/13-6/30/14)	4712	27.08	4807	27.63	5127	29.47
Power Shovel Operator (Maintenance) (Bridge Crew)	Q	(7/1/14-6/30/15)			4807	27.63		
Silk Screen Operator	B	(7/1/13-6/30/14)	4589	26.37	4681	26.90	4993	28.70
Silk Screen Operator	B	(7/1/14-6/30/15)			4681	26.90		

Note: 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.

Employees covered by this bargaining unit shall receive a one-time 2.25% stipend based on the Employee's base salary effective June 1, 2013. Such stipend will not be added to the Employee's base salary. Permanent part-time employees will be paid a pro-rated stipend based upon their regular work schedule which will not be added into the base salary. To be eligible for this stipend, an employee must be on the payroll effective June 1, 2013. Employees on a leave of absence who would otherwise be eligible to receive the fiscal year 2013 lump sum stipend shall receive such stipend upon their return to active payroll, as long as they return during the fiscal year 2013. An employee, who worked during fiscal year 2013, which dates are July 1, 2012 through June 30, 2013, and were on an authorized Worker's Compensation Leave of Absence, shall be paid the fiscal year 2013 stipend upon their official return to work sometime during fiscal year 2014, unless otherwise compensated for the stipend. Return to work is defined as the employee's first day back to active payroll status with an authorized licensed physician's release.

New hire rates for the 2008-2012 Collective Bargaining Agreement shall continue in effect as was amended to 75%. All classification shall have a 75% new hire rate for all employees hired on or after July 1, 2013. Employees who are promoted and are in the new hire progression will promote to the next step of the new hire rate of the higher classification. In addition, temporary assignments shall also be calculated at the new hire rates. Employees in the new hire rates will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. All full scale employees will be promoted to full-scale rate of the next higher classification.

(Source: Amended by peremptory rulemaking at 37 Ill. Reg. 17164, effective October 18, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Full Scale Rates

Title	Title Code	Bargaining Unit	Pay Plan Code	Mo.	Effective Date
Highway Maintainer (Snowbirds)	18639	RC-019	Q	3664.00	January 1, 2010
Highway Maintainer (Snowbirds)	18639	RC-019	Q	3738.00	July 1, 2010
Highway Maintainer (Snowbirds)	18639	RC-019	Q	3850.00	January 1, 2011
Highway Maintainer (Snowbirds)	18639	RC-019	Q	3964.00	July 1, 2011
Highway Maintainer (Snowbirds)	18639	RC-019	Q	4083.00	January 1, 2012
Highway Maintainer (Snowbirds)	18639	RC-019	Q	4205.00	June 30, 2012

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

Title	Title	Bargaining Unit	Pay Plan Code	July 1, 2012		July 1, 2013		July 1, 2014	
				Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
Bridge Mechanic (IDOT)	05310	RC-019	Q	5982	34.38	6102	35.07	6224	35.77
Bridge Tender (IDOT)	05320	RC-019	B	6018	34.59	6138	35.28	6261	35.98
Deck Hand (IDOT)	11500	RC-019	B	5782	33.23	5898	33.90	6016	34.57
Ferry Operator I (IDOT)	14801	RC-019	B	6018	34.59	6138	35.28	6261	35.98
Ferry Operator II (IDOT)	14802	RC-019	B	6070	34.89	6191	35.58	6315	36.29
Highway Maintainer (Regular - RG) (IDOT)	18639	RC-019	Q	5947	34.18	6066	34.86	6187	35.56
Highway Maintainer (Bridge Crew - BC) (IDOT)	18639	RC-019	Q	6022	34.61	6142	35.30	6265	36.01
Highway Maintainer (Drill Rig - DR) (IDOT)	18639	RC-019	Q	6052	34.78	6173	35.48	6296	36.18
Highway Maintainer (Emergency Patrol - EP) (IDOT)	18639	RC-019	Q	6054	34.79	6175	35.49	6299	36.20
Highway Maintenance Lead Worker (Regular - RG) (IDOT)	18659	RC-019	Q	6085	34.97	6207	35.67	6331	36.39
Highway Maintenance Lead Worker (Bridge Crew - BC) (IDOT)	18659	RC-019	Q	6159	35.40	6282	36.10	6408	36.83
Highway Maintenance Lead Worker (Emergency Patrol - EP) (IDOT)	18659	RC-019	Q	6192	35.59	6316	36.30	6442	37.02
Highway Maintenance Lead Worker (Lead Lead	18659	RC-019	Q	6138	35.28	6261	35.98	6386	36.70

Worker) (Regular - RG) (IDOT)									
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew - BC) (IDOT)	18659	RC-019	Q	6212	35.70	6336	36.41	6463	37.14
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol - EP) (IDOT)	18659	RC-019	Q	6217	35.73	6341	36.44	6468	37.17
Janitor I (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	21951	RC-019	B	5574	32.03	5685	32.67	5799	33.33
Janitor II (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	21952	RC-019	B	5607	32.22	5719	32.87	5833	33.52
Labor Maintenance Lead Worker (CMS, DOC, DHS, DJJ, DNR, IDOT, ISP and DVA)	22809	RC-019	B	5844	33.59	5961	34.26	6080	34.94
Laborer (Maintenance) (IDOT)	23080	RC-019	B	5785	33.25	5901	33.91	6019	34.59
Maintenance Equipment Operator (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	25020	RC-019	B	5882	33.80	6000	34.48	6120	35.17
Maintenance Equipment Operator (DOC & DJJ)	25020	RC-019	Q	6052	34.78	6173	35.48	6296	36.18
Maintenance Equipment Operator (DOC - Maximum Security)	25020	RC-019	S	6105	35.09	6227	35.79	6352	36.51
Maintenance Equipment Operator (DHS - Forensics)	25020	RC-019	Q	5947	34.18	6066	34.86	6187	35.56
Maintenance Worker (CMS, DOC, DHS, DJJ, DNR, IDOT, ISP and DVA)	25500	RC-019	B	5823	33.47	5939	34.13	6058	34.82
Maintenance Worker (DHS - Forensics)	25500	RC-019	Q	5888	33.84	6006	34.52	6126	35.21
Power Shovel Operator (Maintenance) (Regular - RG) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	33360	RC-019	B	5986	34.40	6106	35.09	6228	35.79
Power Shovel Operator (Maintenance) (Regular - RG) (IDOT)	33360	RC-019	Q	6052	34.78	6173	35.48	6296	36.18
Power Shovel Operator (Maintenance) (Bridge Crew - BC) (IDOT)	33360	RC-019	Q	6127	35.21	6250	35.92	6375	36.64

Security Guard I (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	39851	RC-019	B	5603	32.20	5715	32.84	5829	33.50
Security Guard II (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	39852	RC-019	B	5653	32.49	5766	33.14	5881	33.80
Silk Screen Operator (IDOT)	41020	RC-019	B	5991	34.43	6111	35.12	6233	35.82

New Hire Rates

		Effective July 1, 2012									
	Pay Plan	95%		90%		85%		80%		75%	
Title	**Code**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**
Highway Maintainer (Regular - RG) (IDOT)	Q	5650	32.47	5352	30.76	5055	29.05	4758	27.34	4460	25.63
Highway Maintainer (Bridge Crew - BC) (IDOT)	Q	5721	32.88	5420	31.15	5119	29.42	4818	27.69	4517	25.96
Highway Maintainer (Drill Rig - DR) (IDOT)	Q	5749	33.04	5447	31.30	5144	29.56	4842	27.83	4539	26.09
Highway Maintainer (Emergency Patrol - EP) (IDOT)	Q	5751	33.05	5449	31.32	5146	29.57	4843	27.83	4541	26.10

		Effective July 1, 2013									
	Pay Plan	95%		90%		85%		80%		75%	
Title	**Code**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**
Bridge Mechanic (IDOT)	Q	5797	33.32	5492	31.56	5187	29.81	4882	28.06	4577	26.30
Bridge Tender (IDOT)	B	5831	33.51	5524	31.75	5217	29.98	4910	28.22	4604	26.46
Deck Hand (IDOT)	B	5603	32.20	5308	30.51	5013	28.81	4718	27.11	4424	25.43
Ferry Operator I (IDOT)	B	5831	33.51	5524	31.75	5217	29.98	4910	28.22	4604	26.46
Ferry Operator II (IDOT)	B	5881	33.80	5572	32.02	5262	30.24	4953	28.47	4643	26.68
Highway Maintainer	Q	5763	33.12	5459	31.37	5156	29.63	4853	27.89	4550	26.15

(Regular - RG) (IDOT)											
Highway Maintainer (Bridge Crew - BC) (IDOT)	Q	5835	33.53	5528	31.77	5221	30.01	4914	28.24	4607	26.48
Highway Maintainer (Drill Rig - DR) (IDOT)	Q	5864	33.70	5556	31.93	5247	30.16	4938	28.38	4630	26.61
Highway Maintainer (Emergency Patrol - EP) (IDOT)	Q	5866	33.71	5558	31.94	5249	30.17	4940	28.39	4631	26.61
Highway Maintenance Lead Worker (Regular - RG) (IDOT)	Q	5897	33.89	5586	32.10	5276	30.32	4966	28.54	4655	26.75
Highway Maintenance Lead Worker (Bridge Crew - BC) (IDOT)	Q	5968	34.30	5654	32.49	5340	30.69	5026	28.89	4712	27.08
Highway Maintenance Lead Worker (Emergency Patrol - EP) (IDOT)	Q	6000	34.48	5684	32.67	5369	30.86	5053	29.04	4737	27.22
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular - RG) (IDOT)	Q	5948	34.18	5635	32.39	5322	30.59	5009	28.79	4696	26.99
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew - BC) (IDOT)	Q	6019	34.59	5702	32.77	5386	30.95	5069	29.13	4752	27.31
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency	Q	6024	34.62	5707	32.80	5390	30.98	5073	29.16	4756	27.33

Patrol - EP) (IDOT)											
Janitor I (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5401	31.04	5117	29.41	4832	27.77	4548	26.14	4264	24.51
Janitor II (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5433	31.22	5147	29.58	4861	27.94	4575	26.29	4289	24.65
Labor Maintenance Lead Worker (CMS, DOC, DHS, DJJ, DNR, IDOT, ISP and DVA)	B	5663	32.55	5365	30.83	5067	29.12	4769	27.41	4471	25.70
Laborer (Maintenance) (IDOT)	B	5606	32.22	5311	30.52	5016	28.83	4721	27.13	4426	25.44
Maintenance Equipment Operator (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5700	32.76	5400	31.03	5100	29.31	4800	27.59	4500	25.86
Maintenance Equipment Operator (DOC & DJJ)	Q	5763	33.12	5459	31.37	5156	29.63	4853	27.89	4550	26.15
Maintenance Equipment Operator (DOC - Maximum Security)	S	5864	33.70	5556	31.93	5247	30.16	4938	28.38	4630	26.61
Maintenance Equipment Operator (DHS - Forensics)	Q	5916	34.00	5604	32.21	5293	30.42	4982	28.63	4670	26.84
Maintenance Worker (CMS, DOC, DHS,	B	5642	32.43	5345	30.72	5048	29.01	4751	27.30	4454	25.60

DJJ, DNR, IDOT, ISP and DVA)											
Maintenance Worker (DHS - Forensics)	Q	5706	32.79	5405	31.06	5105	29.34	4805	27.61	4505	25.89
Power Shovel Operator (Maintenance) (Regular - RG) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5801	33.34	5495	31.58	5190	29.83	4885	28.07	4580	26.32
Power Shovel Operator (Maintenance) (Regular - RG) (IDOT)	Q	5864	33.70	5556	31.93	5247	30.16	4938	28.38	4630	26.61
Power Shovel Operator (Maintenance) (Bridge Crew - BC) (IDOT)	Q	5938	34.13	5625	32.33	5313	30.53	5000	28.74	4688	26.94
Security Guard I (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5429	31.20	5144	29.56	4858	27.92	4572	26.28	4286	24.63
Security Guard II (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5478	31.48	5189	29.82	4901	28.17	4613	26.51	4325	24.86
Silk Screen Operator (IDOT)	B	5805	33.36	5500	31.61	5194	29.85	4889	28.10	4583	26.34

		Effective July 1, 2014									
	Pay Plan	95%		90%		85%		80%		75%	
Title	**Code**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**	**Mo.**	**Hr.**
Bridge Mechanic (IDOT)	Q	5913	33.98	5602	32.20	5290	30.40	4979	28.61	4668	26.83
Bridge Tender (IDOT)	B	5948	34.18	5635	32.39	5322	30.59	5009	28.79	4696	26.99
Deck Hand (IDOT)	B	5715	32.84	5414	31.11	5114	29.39	4813	27.66	4512	25.93
Ferry Operator I (IDOT)	B	5948	34.18	5635	32.39	5322	30.59	5009	28.79	4696	26.99

Ferry Operator II (IDOT)	B	5999	34.48	5684	32.67	5368	30.85	5052	29.03	4736	27.22
Highway Maintainer (Regular - RG) (IDOT)	Q	5878	33.78	5568	32.00	5259	30.22	4950	28.45	4640	26.67
Highway Maintainer (Bridge Crew - BC) (IDOT)	Q	5952	34.21	5639	32.41	5325	30.60	5012	28.80	4699	27.01
Highway Maintainer (Drill Rig - DR) (IDOT)	Q	5981	34.37	5666	32.56	5352	30.76	5037	28.95	4722	27.14
Highway Maintainer (Emergency Patrol - EP) (IDOT)	Q	5984	34.39	5669	32.58	5354	30.77	5039	28.96	4724	27.15
Highway Maintenance Lead Worker (Regular - RG) (IDOT)	Q	6014	34.56	5698	32.75	5381	30.93	5065	29.11	4748	27.29
Highway Maintenance Lead Worker (Bridge Crew - BC) (IDOT)	Q	6088	34.99	5767	33.14	5447	31.30	5126	29.46	4806	27.62
Highway Maintenance Lead Worker (Emergency Patrol - EP) (IDOT)	Q	6120	35.17	5798	33.32	5476	31.47	5154	29.62	4832	27.77
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular - RG) (IDOT)	Q	6067	34.87	5747	33.03	5428	31.20	5109	29.36	4790	27.53
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew - BC) (IDOT)	Q	6140	35.29	5817	33.43	5494	31.57	5170	29.71	4847	27.86

Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol - EP) (IDOT)	Q	6145	35.32	5821	33.45	5498	31.60	5174	29.74	4851	27.88
Janitor I (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5509	31.66	5219	29.99	4929	28.33	4639	26.66	4349	24.99
Janitor II (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5541	31.84	5250	30.17	4958	28.49	4666	26.82	4375	25.14
Labor Maintenance Lead Worker (CMS, DOC, DHS, DJJ, DNR, IDOT, ISP and DVA)	B	5776	33.20	5472	31.45	5168	29.70	4864	27.95	4560	26.21
Laborer (Maintenance) (IDOT)	B	5718	32.86	5417	31.13	5116	29.40	4815	27.67	4514	25.94
Maintenance Equipment Operator (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5814	33.41	5508	31.66	5202	29.90	4896	28.14	4590	26.38
Maintenance Equipment Operator (DOC & DJJ)	Q	5878	33.78	5568	32.00	5259	30.22	4950	28.45	4640	26.67
Maintenance Equipment Operator (DOC - Maximum Security)	S	5981	34.37	5666	32.56	5352	30.76	5037	28.95	4722	27.14
Maintenance Equipment	Q	6034	34.68	5717	32.86	5399	31.03	5082	29.21	4764	27.38

Operator (DHS - Forensics)												
Maintenance Worker (CMS, DOC, DHS, DJJ, DNR, IDOT, ISP and DVA)	B	5755	33.07	5452	31.33	5149	29.59	4846	27.85	4544	26.11
Maintenance Worker (DHS - Forensics)	Q	5820	33.45	5513	31.68	5207	29.93	4901	28.17	4595	26.41
Power Shovel Operator (Maintenance) (Regular - RG) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5917	34.01	5605	32.21	5294	30.43	4982	28.63	4671	26.84
Power Shovel Operator (Maintenance) (Regular - RG) (IDOT)	Q	5981	34.37	5666	32.56	5352	30.76	5037	28.95	4722	27.14
Power Shovel Operator (Maintenance) (Bridge Crew - BC) (IDOT)	Q	6056	34.80	5738	32.98	5419	31.14	5100	29.31	4781	27.48
Security Guard I (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5538	31.83	5246	30.15	4955	28.48	4663	26.80	4372	25.13
Security Guard II (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	B	5587	32.11	5293	30.42	4999	28.73	4705	27.04	4411	25.35
Silk Screen Operator (IDOT)	B	5921	34.03	5610	32.24	5298	30.45	4986	28.66	4675	26.87

Note: 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.

Employees shall receive a one-time 2.25% stipend which will not be added into the base salary effective June 1, 2013. Permanent part-time employees will be paid a pro-rated stipend based upon their regular work schedule which will not be added into the base salary. To be eligible for the stipend, the employee must be on payroll June 1, 2013. Employees on leave of absence who would otherwise be eligible will receive the lump sum stipend to which they are entitled upon return to the active payroll during fiscal year 2013. An employee, who worked during fiscal year 2013, which dates are July 1, 2012 through June 30, 2013, and were on an authorized Worker's Compensation Leave of Absence, shall be paid the fiscal year 2013 stipend upon their official return to work sometime during fiscal year 2014, unless otherwise compensated for the stipend. Return to work is defined as the employee's first day back to active payroll status with an authorized licensed physician's release.

(Source: Amended by peremptory rulemaking at 37 Ill. Reg. 17164, effective October 18, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Effective Date July 1, 2012

Title	Title Code	Pay Plan Code	Monthly Rate
Auto & Body Repairer	03680	B	5432
Auto & Body Repairer	03680	Q	5624
Auto & Body Repairer	03680	S	5704
Automotive Attendant I	03696	B	3281
Automotive Attendant I	03696	Q	3411
Automotive Attendant I	03696	S	3484
Automotive Attendant II	03697	B	3504
Automotive Attendant II	03697	Q	3642
Automotive Attendant II	03697	S	3714
Automotive Mechanic	03700	B	5432
Automotive Mechanic	03700	Q	5624
Automotive Mechanic	03700	S	5704
Automotive Mechanic (Hired on or after 9/1/2010)	03700	B	5052
Automotive Mechanic (Hired on or after 9/1/2010)	03700	Q	5230
Automotive Mechanic (Hired on or after 9/1/2010)	03700	S	5305
Automotive Parts Warehouse Specialist	03734	B	5319
Automotive Parts Warehouser	03730	B	5218
Small Engine Mechanic	41150	B	4782

Storekeeper I*	43051	B	5112
Storekeeper II*	43052	B	5221

Effective Date July 1, 2013

Title	Title Code	Pay Plan Code	100% (Full-Scale)	97%	95%	93%
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	B	5541	5375	5264	5153
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	Q	5624	5455	5343	5230
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	S	5704	5533	5419	5305

Title	Title Code	Pay Plan Code	100% (Full Scale)	95%	90%	85%	80%	75%
Auto & Body Repairer	03680	B	5541	5264	4987	4710	4433	4156
Auto & Body Repairer	03680	Q	5624	5343	5062	4780	4499	4218
Auto & Body Repairer	03680	S	5704	5419	5134	4848	4563	4278
Automotive Attendant I	03696	B	3347	3180	3012	2845	2678	2510
Automotive Attendant I	03696	Q	3411	3240	3070	2899	2729	2558
Automotive Attendant I	03696	S	3484	3310	3136	2961	2787	2613
Automotive Attendant II	03697	B	3574	3395	3217	3038	2859	2681
Automotive Attendant II	03697	Q	3642	3460	3278	3096	2914	2732
Automotive Attendant II	03697	S	3714	3528	3343	3157	2971	2786
Automotive Mechanic	03700	B	5541	5264	4987	4710	4433	4156
Automotive Mechanic	03700	Q	5624	5343	5062	4780	4499	4218
Automotive Mechanic	03700	S	5704	5419	5134	4848	4563	4278
Automotive Parts Warehouse Specialist	03734	B	5425	5154	4883	4611	4340	4069
Automotive Parts Warehouser	03730	B	5322	5056	4790	4524	4258	3992
Small Engine Mechanic	41150	B	4878	4634	4390	4146	3902	3659
Storekeeper I*	43051	B	5214	4953	4693	4432	4171	3911
Storekeeper II*	43052	B	5325	5059	4793	4526	4260	3994

Effective Date July 1, 2014

Title	Title Code	Pay Plan Code	100% (Full-Scale)	97%	95%

Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	B	5652	5482	5369
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	Q	5736	5564	5449
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	S	5818	5643	5527

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

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

Note: Effective July 1, 2011, employees who have more than 10 years of continuous service receive a longevity payment of $50/month and employees who have more than 15 years of continuous service receive a longevity payment of $75/month.

The Storekeeper I and II titles are in Cook County only.

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).

Employees shall receive a one-time 2.25% stipend which 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 pro-rated stipend, based upon their regular work schedule, that 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 by peremptory rulemaking at 37 Ill. Reg. 13762, effective August 8, 2013)

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

NOTE: Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012

Bargaining Unit: RC-006

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

01	Q	2963	3043	3120	3193	3279	3350	3488	3630
01	S	3039	3115	3195	3261	3350	3421	3563	3705
02	Q	3040	3116	3192	3272	3355	3433	3577	3719
02	S	3112	3191	3260	3345	3429	3504	3647	3794
03	Q	3116	3193	3285	3367	3448	3537	3678	3824
03	S	3191	3261	3357	3439	3520	3610	3753	3904
04	Q	3193	3287	3371	3470	3560	3652	3812	3966
04	S	3261	3361	3443	3540	3630	3726	3887	4042
05	Q	3399	3503	3616	3725	3845	3959	4144	4311
05	S	3472	3577	3691	3802	3919	4033	4225	4393
06	Q	3588	3725	3847	3972	4103	4234	4461	4638
06	S	3663	3802	3920	4048	4182	4317	4540	4722
07	Q	3612	3725	3858	3971	4115	4234	4452	4631
07	S	3687	3802	3931	4046	4192	4317	4531	4712
08	Q	3874	4017	4157	4319	4467	4610	4865	5059
08	S	3947	4091	4235	4400	4546	4694	4948	5144
09	Q	3879	4022	4168	4333	4484	4648	4901	5099
09	S	3955	4098	4250	4412	4568	4731	4983	5182
10	Q	4032	4183	4357	4524	4694	4867	5142	5350
10	S	4114	4263	4438	4603	4777	4951	5223	5434
11	Q	4219	4393	4563	4756	4937	5126	5422	5639
11	S	4297	4472	4640	4839	5017	5214	5503	5724
12	Q	4395	4579	4779	4976	5171	5364	5675	5901
12	S	4474	4662	4863	5056	5257	5445	5757	5986
13	Q	4596	4805	5021	5232	5446	5669	5996	6233

13	S	4679	4889	5106	5319	5531	5750	6077	6322
14	Q	4670	4888	5109	5320	5537	5757	6096	6337
14	S	4753	4971	5192	5404	5620	5836	6178	6425
15	Q	4823	5048	5275	5495	5727	5956	6297	6548
15	S	4904	5131	5362	5579	5815	6038	6381	6638

Effective May 20, 2013

Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	Q	2696	2785	2874	2963	3043	3120	3193	3279	3350	3488	3630
1	S	2765	2857	2948	3039	3115	3195	3261	3350	3421	3563	3705
2	Q	2766	2858	2949	3040	3116	3192	3272	3355	3433	3577	3719
2	S	2832	2925	3019	3112	3191	3260	3345	3429	3504	3647	3794
3	Q	2836	2929	3023	3116	3193	3285	3367	3448	3537	3678	3824
3	S	2904	3000	3095	3191	3261	3357	3439	3520	3610	3753	3904
4	Q	2906	3001	3097	3193	3287	3371	3470	3560	3652	3812	3966
4	S	2968	3065	3163	3261	3361	3443	3540	3630	3726	3887	4042
5	Q	3093	3195	3297	3399	3503	3616	3725	3845	3959	4144	4311
5	S	3160	3264	3368	3472	3577	3691	3802	3919	4033	4225	4393
6	Q	3265	3373	3480	3588	3725	3847	3972	4103	4234	4461	4638
6	S	3333	3443	3553	3663	3802	3920	4048	4182	4317	4540	4722
7	Q	3287	3395	3504	3612	3725	3858	3971	4115	4234	4452	4631
7	S	3355	3466	3576	3687	3802	3931	4046	4192	4317	4531	4712
8	Q	3525	3642	3758	3874	4017	4157	4319	4467	4610	4865	5059
8	S	3592	3710	3829	3947	4091	4235	4400	4546	4694	4948	5144

9	Q	3530	3646	3763	3879	4022	4168	4333	4484	4648	4901	5099
9	S	3599	3718	3836	3955	4098	4250	4412	4568	4731	4983	5182
10	Q	3669	3790	3911	4032	4183	4357	4524	4694	4867	5142	5350
10	S	3744	3867	3991	4114	4263	4438	4603	4777	4951	5223	5434
11	Q	3839	3966	4092	4219	4393	4563	4756	4937	5126	5422	5639
11	S	3910	4039	4168	4297	4472	4640	4839	5017	5214	5503	5724
12	Q	3999	4131	4263	4395	4579	4779	4976	5171	5364	5675	5901
12	S	4071	4206	4340	4474	4662	4863	5056	5257	5445	5757	5986
13	Q	4182	4320	4458	4596	4805	5021	5232	5446	5669	5996	6233
13	S	4258	4398	4539	4679	4889	5106	5319	5531	5750	6077	6322
14	Q	4250	4390	4530	4670	4888	5109	5320	5537	5757	6096	6337
14	S	4325	4468	4610	4753	4971	5192	5404	5620	5836	6178	6425
15	Q	4389	4534	4678	4823	5048	5275	5495	5727	5956	6297	6548
15	S	4463	4610	4757	4904	5131	5362	5579	5815	6038	6381	6638

Effective July 1, 2013

Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	Q	2750	2841	2931	3022	3104	3182	3257	3345	3417	3558	3703
1	S	2820	2914	3007	3100	3177	3259	3326	3417	3489	3634	3779
2	Q	2821	2915	3008	3101	3178	3256	3337	3422	3502	3649	3793
2	S	2889	2984	3079	3174	3255	3325	3412	3498	3574	3720	3870
3	Q	2893	2988	3083	3178	3257	3351	3434	3517	3608	3752	3900
3	S	2962	3060	3157	3255	3326	3424	3508	3590	3682	3828	3982
4	Q	2964	3061	3159	3257	3353	3438	3539	3631	3725	3888	4045
4	S	3027	3126	3226	3326	3428	3512	3611	3703	3801	3965	4123

5	Q	3155	3259	3363	3467	3573	3688	3800	3922	4038	4227	4397
5	S	3223	3329	3435	3541	3649	3765	3878	3997	4114	4310	4481
6	Q	3330	3440	3550	3660	3800	3924	4051	4185	4319	4550	4731
6	S	3400	3512	3624	3736	3878	3998	4129	4266	4403	4631	4816
7	Q	3353	3463	3574	3684	3800	3935	4050	4197	4319	4541	4724
7	S	3422	3535	3648	3761	3878	4010	4127	4276	4403	4622	4806
8	Q	3596	3715	3833	3951	4097	4240	4405	4556	4702	4962	5160
8	S	3664	3784	3906	4026	4173	4320	4488	4637	4788	5047	5247
9	Q	3601	3719	3838	3957	4102	4251	4420	4574	4741	4999	5201
9	S	3671	3792	3913	4034	4180	4335	4500	4659	4826	5083	5286
10	Q	3742	3866	3989	4113	4267	4444	4614	4788	4964	5245	5457
10	S	3819	3944	4071	4196	4348	4527	4695	4873	5050	5327	5543
11	Q	3916	4045	4174	4303	4481	4654	4851	5036	5229	5530	5752
11	S	3988	4120	4251	4383	4561	4733	4936	5117	5318	5613	5838
12	Q	4079	4214	4348	4483	4671	4875	5076	5274	5471	5789	6019
12	S	4152	4290	4427	4563	4755	4960	5157	5362	5554	5872	6106
13	Q	4266	4406	4547	4688	4901	5121	5337	5555	5782	6116	6358
13	S	4343	4486	4630	4773	4987	5208	5425	5642	5865	6199	6448
14	Q	4335	4478	4621	4763	4986	5211	5426	5648	5872	6218	6464
14	S	4412	4557	4702	4848	5070	5296	5512	5732	5953	6302	6554
15	Q	4477	4625	4772	4919	5149	5381	5605	5842	6075	6423	6679
15	S	4552	4702	4852	5002	5234	5469	5691	5931	6159	6509	6771

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 by peremptory rulemaking at 37 Ill. Reg. 9563, effective June 19, 2013)

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

NOTE: Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012

Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
01	B	2721	2783	2857	2924	2995	3066	3193	3320
01	Q	2828	2891	2967	3042	3113	3185	3320	3455
02	B	2783	2857	2934	2999	3082	3152	3285	3419
02	Q	2891	2967	3046	3117	3205	3276	3416	3553
03	B	2804	2891	2984	3076	3174	3276	3408	3546
03	Q	2912	3004	3102	3199	3303	3405	3545	3687
04	B	2852	2924	2998	3076	3157	3229	3366	3500
04	Q	2963	3042	3116	3199	3281	3359	3501	3641
05	B	2872	2961	3056	3152	3253	3357	3490	3632
05	Q	2988	3078	3178	3276	3384	3489	3631	3777
06	B	2939	3014	3095	3181	3262	3354	3495	3634
06	Q	3050	3132	3219	3309	3395	3485	3634	3780
07	B	2999	3091	3168	3261	3351	3438	3585	3728
07	Q	3117	3212	3297	3394	3483	3578	3736	3885
08	B	3014	3100	3191	3280	3368	3464	3621	3765
08	Q	3132	3222	3318	3409	3504	3602	3770	3921
09	B	3026	3120	3221	3321	3430	3542	3696	3843
09	Q	3147	3246	3349	3457	3568	3689	3848	4002

10	B	3091	3181	3271	3367	3460	3560	3725	3875
10	Q	3212	3309	3400	3503	3597	3706	3879	4035
11	B	3100	3198	3291	3395	3487	3586	3756	3907
11	Q	3222	3327	3422	3533	3627	3737	3912	4070
12	B	3116	3216	3318	3424	3533	3651	3811	3964
12	Q	3242	3343	3452	3563	3678	3806	3970	4129
13	B	3198	3297	3402	3507	3620	3726	3903	4059
13	Q	3327	3429	3540	3649	3768	3880	4066	4230
14	B	3206	3306	3417	3522	3640	3765	3932	4088
14	Q	3332	3439	3553	3666	3792	3921	4098	4263
15	B	3276	3377	3489	3600	3721	3829	4016	4175
15	Q	3405	3512	3630	3749	3877	3987	4186	4354
16	B	3300	3421	3522	3638	3753	3869	4067	4231
16	Q	3433	3558	3666	3791	3909	4032	4246	4416
17	B	3303	3408	3522	3637	3762	3888	4083	4246
17	Q	3436	3545	3666	3790	3919	4053	4263	4433
18	B	3333	3440	3560	3677	3802	3930	4117	4279
18	Q	3470	3581	3706	3829	3962	4096	4296	4467
19	B	3380	3507	3621	3739	3862	3981	4192	4359
19	Q	3515	3649	3770	3896	4023	4150	4374	4550
20	B	3408	3533	3649	3776	3899	4026	4269	4441
20	Q	3545	3678	3803	3932	4064	4199	4460	4637
21	B	3505	3625	3739	3867	3997	4135	4361	4536
21	Q	3647	3776	3896	4028	4168	4317	4552	4735

22	B	3560	3691	3811	3954	4083	4234	4461	4638
22	Q	3706	3843	3970	4123	4263	4417	4658	4845
23	B	3644	3779	3910	4060	4198	4336	4574	4756
23	Q	3796	3937	4077	4234	4384	4526	4781	4969
24	B	3651	3786	3922	4072	4219	4369	4603	4791
24	Q	3806	3944	4090	4249	4403	4568	4816	5010
25	B	3967	4126	4287	4472	4639	4823	5104	5307
25	Q	4136	4308	4477	4673	4851	5041	5335	5548
26	B	4127	4311	4489	4680	4866	5050	5347	5557
26	Q	4310	4497	4690	4890	5088	5275	5588	5812
27	B	4327	4514	4708	4903	5098	5287	5591	5814
27	Q	4522	4715	4923	5124	5324	5526	5838	6071

Effective May 20, 2013

Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	STEPS										
		1c	**1b**	**1a**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
1	B	2476	2558	2639	2721	2783	2857	2924	2995	3066	3193	3320
1	Q	2573	2658	2743	2828	2891	2967	3042	3113	3185	3320	3455
2	B	2533	2616	2700	2783	2857	2934	2999	3082	3152	3285	3419
2	Q	2631	2718	2804	2891	2967	3046	3117	3205	3276	3416	3553
3	B	2552	2636	2720	2804	2891	2984	3076	3174	3276	3408	3546
3	Q	2650	2737	2825	2912	3004	3102	3199	3303	3405	3545	3687
4	B	2595	2681	2766	2852	2924	2998	3076	3157	3229	3366	3500
4	Q	2696	2785	2874	2963	3042	3116	3199	3281	3359	3501	3641
5	B	2614	2700	2786	2872	2961	3056	3152	3253	3357	3490	3632
5	Q	2719	2809	2898	2988	3078	3178	3276	3384	3489	3631	3777

6	B	2674	2763	2851	2939	3014	3095	3181	3262	3354	3495	3634
6	Q	2776	2867	2959	3050	3132	3219	3309	3395	3485	3634	3780
7	B	2729	2819	2909	2999	3091	3168	3261	3351	3438	3585	3728
7	Q	2836	2930	3023	3117	3212	3297	3394	3483	3578	3736	3885
8	B	2743	2833	2924	3014	3100	3191	3280	3368	3464	3621	3765
8	Q	2850	2944	3038	3132	3222	3318	3409	3504	3602	3770	3921
9	B	2754	2844	2935	3026	3120	3221	3321	3430	3542	3696	3843
9	Q	2864	2958	3053	3147	3246	3349	3457	3568	3689	3848	4002
10	B	2813	2906	2998	3091	3181	3271	3367	3460	3560	3725	3875
10	Q	2923	3019	3116	3212	3309	3400	3503	3597	3706	3879	4035
11	B	2821	2914	3007	3100	3198	3291	3395	3487	3586	3756	3907
11	Q	2932	3029	3125	3222	3327	3422	3533	3627	3737	3912	4070
12	B	2836	2929	3023	3116	3216	3318	3424	3533	3651	3811	3964
12	Q	2950	3047	3145	3242	3343	3452	3563	3678	3806	3970	4129
13	B	2910	3006	3102	3198	3297	3402	3507	3620	3726	3903	4059
13	Q	3028	3127	3227	3327	3429	3540	3649	3768	3880	4066	4230
14	B	2917	3014	3110	3206	3306	3417	3522	3640	3765	3932	4088
14	Q	3032	3132	3232	3332	3439	3553	3666	3792	3921	4098	4263
15	B	2981	3079	3178	3276	3377	3489	3600	3721	3829	4016	4175
15	Q	3099	3201	3303	3405	3512	3630	3749	3877	3987	4186	4354
16	B	3003	3102	3201	3300	3421	3522	3638	3753	3869	4067	4231
16	Q	3124	3227	3330	3433	3558	3666	3791	3909	4032	4246	4416
17	B	3006	3105	3204	3303	3408	3522	3637	3762	3888	4083	4246
17	Q	3127	3230	3333	3436	3545	3666	3790	3919	4053	4263	4433
18	B	3033	3133	3233	3333	3440	3560	3677	3802	3930	4117	4279

18	Q	3158	3262	3366	3470	3581	3706	3829	3962	4096	4296	4467
19	B	3076	3177	3279	3380	3507	3621	3739	3862	3981	4192	4359
19	Q	3199	3304	3410	3515	3649	3770	3896	4023	4150	4374	4550
20	B	3101	3204	3306	3408	3533	3649	3776	3899	4026	4269	4441
20	Q	3226	3332	3439	3545	3678	3803	3932	4064	4199	4460	4637
21	B	3190	3295	3400	3505	3625	3739	3867	3997	4135	4361	4536
21	Q	3319	3428	3538	3647	3776	3896	4028	4168	4317	4552	4735
22	B	3240	3346	3453	3560	3691	3811	3954	4083	4234	4461	4638
22	Q	3372	3484	3595	3706	3843	3970	4123	4263	4417	4658	4845
23	B	3316	3425	3535	3644	3779	3910	4060	4198	4336	4574	4756
23	Q	3454	3568	3682	3796	3937	4077	4234	4384	4526	4781	4969
24	B	3322	3432	3541	3651	3786	3922	4072	4219	4369	4603	4791
24	Q	3463	3578	3692	3806	3944	4090	4249	4403	4568	4816	5010
25	B	3610	3729	3848	3967	4126	4287	4472	4639	4823	5104	5307
25	Q	3764	3888	4012	4136	4308	4477	4673	4851	5041	5335	5548
26	B	3756	3879	4003	4127	4311	4489	4680	4866	5050	5347	5557
26	Q	3922	4051	4181	4310	4497	4690	4890	5088	5275	5588	5812
27	B	3938	4067	4197	4327	4514	4708	4903	5098	5287	5591	5814
27	Q	4115	4251	4386	4522	4715	4923	5124	5324	5526	5838	6071

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Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	2526	2609	2692	2775	2839	2914	2982	3055	3127	3257	3386
1	Q	2624	2711	2798	2885	2949	3026	3103	3175	3249	3386	3524

2	B	2584	2668	2754	2839	2914	2993	3059	3144	3215	3351	3487
2	Q	2684	2772	2860	2949	3026	3107	3179	3269	3342	3484	3624
3	B	2603	2689	2774	2860	2949	3044	3138	3237	3342	3476	3617
3	Q	2703	2792	2882	2970	3064	3164	3263	3369	3473	3616	3761
4	B	2647	2735	2821	2909	2982	3058	3138	3220	3294	3433	3570
4	Q	2750	2841	2931	3022	3103	3178	3263	3347	3426	3571	3714
5	B	2666	2754	2842	2929	3020	3117	3215	3318	3424	3560	3705
5	Q	2773	2865	2956	3048	3140	3242	3342	3452	3559	3704	3853
6	B	2727	2818	2908	2998	3074	3157	3245	3327	3421	3565	3707
6	Q	2832	2924	3018	3111	3195	3283	3375	3463	3555	3707	3856
7	B	2784	2875	2967	3059	3153	3231	3326	3418	3507	3657	3803
7	Q	2893	2989	3083	3179	3276	3363	3462	3553	3650	3811	3963
8	B	2798	2890	2982	3074	3162	3255	3346	3435	3533	3693	3840
8	Q	2907	3003	3099	3195	3286	3384	3477	3574	3674	3845	3999
9	B	2809	2901	2994	3087	3182	3285	3387	3499	3613	3770	3920
9	Q	2921	3017	3114	3210	3311	3416	3526	3639	3763	3925	4082
10	B	2869	2964	3058	3153	3245	3336	3434	3529	3631	3800	3953
10	Q	2981	3079	3178	3276	3375	3468	3573	3669	3780	3957	4116
11	B	2877	2972	3067	3162	3262	3357	3463	3557	3658	3831	3985
11	Q	2991	3090	3188	3286	3394	3490	3604	3700	3812	3990	4151
12	B	2893	2988	3083	3178	3280	3384	3492	3604	3724	3887	4043
12	Q	3009	3108	3208	3307	3410	3521	3634	3752	3882	4049	4212
13	B	2968	3066	3164	3262	3363	3470	3577	3692	3801	3981	4140
13	Q	3089	3190	3292	3394	3498	3611	3722	3843	3958	4147	4315
14	B	2975	3074	3172	3270	3372	3485	3592	3713	3840	4011	4170

14	Q	3093	3195	3297	3399	3508	3624	3739	3868	3999	4180	4348
15	B	3041	3141	3242	3342	3445	3559	3672	3795	3906	4096	4259
15	Q	3161	3265	3369	3473	3582	3703	3824	3955	4067	4270	4441
16	B	3063	3164	3265	3366	3489	3592	3711	3828	3946	4148	4316
16	Q	3186	3292	3397	3502	3629	3739	3867	3987	4113	4331	4504
17	B	3066	3167	3268	3369	3476	3592	3710	3837	3966	4165	4331
17	Q	3190	3295	3400	3505	3616	3739	3866	3997	4134	4348	4522
18	B	3094	3196	3298	3400	3509	3631	3751	3878	4009	4199	4365
18	Q	3221	3327	3433	3539	3653	3780	3906	4041	4178	4382	4556
19	B	3138	3241	3345	3448	3577	3693	3814	3939	4061	4276	4446
19	Q	3263	3370	3478	3585	3722	3845	3974	4103	4233	4461	4641
20	B	3163	3268	3372	3476	3604	3722	3852	3977	4107	4354	4530
20	Q	3291	3399	3508	3616	3752	3879	4011	4145	4283	4549	4730
21	B	3254	3361	3468	3575	3698	3814	3944	4077	4218	4448	4627
21	Q	3385	3497	3609	3720	3852	3974	4109	4251	4403	4643	4830
22	B	3305	3413	3522	3631	3765	3887	4033	4165	4319	4550	4731
22	Q	3439	3554	3667	3780	3920	4049	4205	4348	4505	4751	4942
23	B	3382	3494	3606	3717	3855	3988	4141	4282	4423	4665	4851
23	Q	3523	3639	3756	3872	4016	4159	4319	4472	4617	4877	5068
24	B	3388	3501	3612	3724	3862	4000	4153	4303	4456	4695	4887
24	Q	3532	3650	3766	3882	4023	4172	4334	4491	4659	4912	5110
25	B	3682	3804	3925	4046	4209	4373	4561	4732	4919	5206	5413
25	Q	3839	3966	4092	4219	4394	4567	4766	4948	5142	5442	5659
26	B	3831	3957	4083	4210	4397	4579	4774	4963	5151	5454	5668
26	Q	4000	4132	4265	4396	4587	4784	4988	5190	5381	5700	5928

27	B	4017	4148	4281	4414	4604	4802	5001	5200	5393	5703	5930
27	Q	4197	4336	4474	4612	4809	5021	5226	5430	5637	5955	6192

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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 by peremptory rulemaking at 37 Ill. Reg. 9563, effective June 19, 2013)

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
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

NOTE: 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).

Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
02	B	2662	2721	2783	2856	2919	2989	3100	3222
02	Q	2762	2828	2891	2966	3039	3108	3222	3352
02	S	2839	2898	2961	3041	3111	3178	3295	3426
02H	B	16.38	16.74	17.13	17.58	17.96	18.39	19.08	19.83
02H	Q	17.00	17.40	17.79	18.25	18.70	19.13	19.83	20.63
02H	S	17.47	17.83	18.22	18.71	19.14	19.56	20.28	21.08
03	B	2721	2783	2857	2924	2995	3066	3193	3320
03	Q	2828	2891	2967	3042	3113	3185	3320	3455
03	S	2898	2961	3042	3114	3183	3257	3392	3526
03.5	B	2783	2852	2924	2997	3066	3144	3276	3406
03.5	Q	2891	2963	3042	3115	3185	3266	3405	3542

03.5	S	2961	3039	3114	3188	3257	3338	3479	3619
04	B	2783	2857	2934	2999	3082	3152	3285	3419
04	Q	2891	2967	3046	3117	3205	3276	3416	3553
04	S	2961	3042	3118	3192	3278	3348	3487	3628
04.5	B	2852	2924	2998	3076	3157	3229	3366	3500
04.5	Q	2963	3042	3116	3199	3281	3359	3501	3641
04.5	S	3039	3114	3191	3268	3352	3432	3576	3718
05	B	2857	2939	3012	3091	3166	3245	3378	3513
05	Q	2967	3050	3131	3212	3291	3374	3513	3652
05	S	3042	3120	3205	3286	3366	3446	3585	3728
05.5	B	2924	2999	3088	3165	3245	3329	3466	3602
05.5	Q	3042	3117	3210	3290	3374	3466	3603	3747
05.5	S	3114	3192	3283	3365	3446	3536	3677	3823
06	B	2939	3014	3095	3181	3262	3354	3495	3634
06	Q	3050	3132	3219	3309	3395	3485	3634	3780
06	S	3120	3206	3288	3383	3469	3560	3710	3860
07	B	3014	3100	3191	3280	3368	3464	3621	3765
07	Q	3132	3222	3318	3409	3504	3602	3770	3921
07	S	3206	3295	3388	3482	3578	3673	3845	3997
08	B	3100	3198	3291	3395	3487	3586	3756	3907
08	Q	3222	3327	3422	3533	3627	3737	3912	4070
08	S	3295	3396	3495	3607	3705	3811	3987	4146
09	B	3198	3297	3402	3507	3620	3726	3903	4059
09	Q	3327	3429	3540	3649	3768	3880	4066	4230
09	S	3396	3500	3613	3724	3844	3956	4143	4310
10	B	3300	3421	3522	3638	3753	3869	4067	4231
10	Q	3433	3558	3666	3791	3909	4032	4246	4416
10	S	3504	3629	3740	3864	3983	4114	4325	4497

10.5	B	3398	3507	3627	3738	3868	3981	4185	4353
10.5	Q	3537	3649	3777	3895	4030	4150	4365	4541
10.5	S	3610	3724	3854	3968	4113	4232	4449	4629
11	B	3422	3538	3652	3785	3909	4031	4244	4414
11	Q	3560	3687	3807	3943	4075	4203	4431	4607
11	S	3630	3758	3879	4019	4151	4283	4510	4689
12	B	3560	3691	3811	3954	4083	4234	4461	4638
12	Q	3706	3843	3970	4123	4263	4417	4658	4845
12	S	3778	3916	4044	4201	4344	4499	4741	4932
12.5	B	3644	3779	3910	4060	4198	4336	4574	4756
12.5	Q	3796	3937	4077	4234	4384	4526	4781	4969
12.5	S	3869	4014	4153	4317	4466	4607	4864	5057
13	B	3694	3829	3975	4124	4274	4435	4681	4867
13	Q	3847	3987	4144	4307	4465	4629	4892	5088
13	S	3920	4065	4225	4389	4543	4712	4976	5175
14	B	3852	3997	4153	4336	4493	4664	4937	5134
14	Q	4016	4168	4339	4526	4696	4876	5159	5364
14	S	4090	4250	4416	4607	4779	4959	5241	5448
15	B	4005	4182	4354	4524	4708	4884	5178	5383
15	Q	4179	4362	4543	4727	4923	5104	5408	5626
15	S	4256	4443	4624	4810	5006	5186	5493	5712
16	B	4192	4379	4574	4762	4962	5160	5465	5683
16	Q	4374	4574	4781	4980	5185	5392	5713	5944
16	S	4458	4655	4864	5065	5268	5477	5793	6024
17	B	4392	4594	4805	5010	5213	5424	5747	5976
17	Q	4582	4802	5024	5232	5445	5669	6005	6248
17	S	4665	4887	5108	5319	5529	5750	6093	6335

18	B	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4828	5067	5301	5542	5768	5998	6358	6611
18	S	4908	5147	5383	5625	5852	6084	6437	6696
19	B	4871	5119	5361	5608	5847	6090	6461	6719
19	Q	5091	5352	5599	5866	6110	6367	6750	7021
19	S	5177	5436	5685	5949	6195	6450	6833	7106
20	B	5146	5407	5657	5927	6185	6441	6832	7105
20	Q	5378	5649	5916	6197	6463	6731	7143	7428
20	S	5464	5733	5998	6278	6545	6815	7223	7512

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Effective May 20, 2013

Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
2	B	2422	2502	2582	2662	2721	2783	2856	2919	2989	3100	3222
2	Q	2513	2596	2679	2762	2828	2891	2966	3039	3108	3222	3352
2	S	2583	2669	2754	2839	2898	2961	3041	3111	3178	3295	3426
02H	B	14.90	15.40	15.89	16.38	16.74	17.13	17.58	17.96	18.39	19.08	19.83
02H	Q	15.46	15.98	16.49	17.00	17.40	17.79	18.25	18.70	19.13	19.83	20.63
02H	S	15.90	16.42	16.95	17.47	17.83	18.22	18.71	19.14	19.56	20.28	21.08
3	B	2476	2558	2639	2721	2783	2857	2924	2995	3066	3193	3320
3	Q	2573	2658	2743	2828	2891	2967	3042	3113	3185	3320	3455
3	S	2637	2724	2811	2898	2961	3042	3114	3183	3257	3392	3526
3.5	B	2533	2616	2700	2783	2852	2924	2997	3066	3144	3276	3406
3.5	Q	2631	2718	2804	2891	2963	3042	3115	3185	3266	3405	3542
3.5	S	2695	2783	2872	2961	3039	3114	3188	3257	3338	3479	3619
4	B	2533	2616	2700	2783	2857	2934	2999	3082	3152	3285	3419
4	Q	2631	2718	2804	2891	2967	3046	3117	3205	3276	3416	3553

4	S	2695	2783	2872	2961	3042	3118	3192	3278	3348	3487	3628
4.5	B	2595	2681	2766	2852	2924	2998	3076	3157	3229	3366	3500
4.5	Q	2696	2785	2874	2963	3042	3116	3199	3281	3359	3501	3641
4.5	S	2765	2857	2948	3039	3114	3191	3268	3352	3432	3576	3718
5	B	2600	2686	2771	2857	2939	3012	3091	3166	3245	3378	3513
5	Q	2700	2789	2878	2967	3050	3131	3212	3291	3374	3513	3652
5	S	2768	2859	2951	3042	3120	3205	3286	3366	3446	3585	3728
5.5	B	2661	2749	2836	2924	2999	3088	3165	3245	3329	3466	3602
5.5	Q	2768	2859	2951	3042	3117	3210	3290	3374	3466	3603	3747
5.5	S	2834	2927	3021	3114	3192	3283	3365	3446	3536	3677	3823
6	B	2674	2763	2851	2939	3014	3095	3181	3262	3354	3495	3634
6	Q	2776	2867	2959	3050	3132	3219	3309	3395	3485	3634	3780
6	S	2839	2933	3026	3120	3206	3288	3383	3469	3560	3710	3860
7	B	2743	2833	2924	3014	3100	3191	3280	3368	3464	3621	3765
7	Q	2850	2944	3038	3132	3222	3318	3409	3504	3602	3770	3921
7	S	2917	3014	3110	3206	3295	3388	3482	3578	3673	3845	3997
8	B	2821	2914	3007	3100	3198	3291	3395	3487	3586	3756	3907
8	Q	2932	3029	3125	3222	3327	3422	3533	3627	3737	3912	4070
8	S	2998	3097	3196	3295	3396	3495	3607	3705	3811	3987	4146
9	B	2910	3006	3102	3198	3297	3402	3507	3620	3726	3903	4059
9	Q	3028	3127	3227	3327	3429	3540	3649	3768	3880	4066	4230
9	S	3090	3192	3294	3396	3500	3613	3724	3844	3956	4143	4310
10	B	3003	3102	3201	3300	3421	3522	3638	3753	3869	4067	4231
10	Q	3124	3227	3330	3433	3558	3666	3791	3909	4032	4246	4416
10	S	3189	3294	3399	3504	3629	3740	3864	3983	4114	4325	4497
10.5	B	3092	3194	3296	3398	3507	3627	3738	3868	3981	4185	4353
10.5	Q	3219	3325	3431	3537	3649	3777	3895	4030	4150	4365	4541
10.5	S	3285	3393	3502	3610	3724	3854	3968	4113	4232	4449	4629

11	B	3114	3217	3319	3422	3538	3652	3785	3909	4031	4244	4414
11	Q	3240	3346	3453	3560	3687	3807	3943	4075	4203	4431	4607
11	S	3303	3412	3521	3630	3758	3879	4019	4151	4283	4510	4689
12	B	3240	3346	3453	3560	3691	3811	3954	4083	4234	4461	4638
12	Q	3372	3484	3595	3706	3843	3970	4123	4263	4417	4658	4845
12	S	3438	3551	3665	3778	3916	4044	4201	4344	4499	4741	4932
12.5	B	3316	3425	3535	3644	3779	3910	4060	4198	4336	4574	4756
12.5	Q	3454	3568	3682	3796	3937	4077	4234	4384	4526	4781	4969
12.5	S	3521	3637	3753	3869	4014	4153	4317	4466	4607	4864	5057
13	B	3362	3472	3583	3694	3829	3975	4124	4274	4435	4681	4867
13	Q	3501	3616	3732	3847	3987	4144	4307	4465	4629	4892	5088
13	S	3567	3685	3802	3920	4065	4225	4389	4543	4712	4976	5175
14	B	3505	3621	3736	3852	3997	4153	4336	4493	4664	4937	5134
14	Q	3655	3775	3896	4016	4168	4339	4526	4696	4876	5159	5364
14	S	3722	3845	3967	4090	4250	4416	4607	4779	4959	5241	5448
15	B	3645	3765	3885	4005	4182	4354	4524	4708	4884	5178	5383
15	Q	3803	3928	4054	4179	4362	4543	4727	4923	5104	5408	5626
15	S	3873	4001	4128	4256	4443	4624	4810	5006	5186	5493	5712
16	B	3815	3940	4066	4192	4379	4574	4762	4962	5160	5465	5683
16	Q	3980	4112	4243	4374	4574	4781	4980	5185	5392	5713	5944
16	S	4057	4191	4324	4458	4655	4864	5065	5268	5477	5793	6024
17	B	3997	4128	4260	4392	4594	4805	5010	5213	5424	5747	5976
17	Q	4170	4307	4445	4582	4802	5024	5232	5445	5669	6005	6248
17	S	4245	4385	4525	4665	4887	5108	5319	5529	5750	6093	6335
18	B	4207	4346	4484	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4393	4538	4683	4828	5067	5301	5542	5768	5998	6358	6611
18	S	4466	4614	4761	4908	5147	5383	5625	5852	6084	6437	6696
19	B	4433	4579	4725	4871	5119	5361	5608	5847	6090	6461	6719
19	Q	4633	4786	4938	5091	5352	5599	5866	6110	6367	6750	7021

19	S	4711	4866	5022	5177	5436	5685	5949	6195	6450	6833	7106
20	B	4683	4837	4992	5146	5407	5657	5927	6185	6441	6832	7105
20	Q	4894	5055	5217	5378	5649	5916	6197	6463	6731	7143	7428
20	S	4972	5136	5300	5464	5733	5998	6278	6545	6815	7223	7512

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Effective July 1, 2013

Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
							S T E P S					
2	B	2470	2552	2634	2715	2775	2839	2913	2977	3049	3162	3286
2	Q	2563	2648	2733	2817	2885	2949	3025	3100	3170	3286	3419
2	S	2635	2722	2809	2896	2956	3020	3102	3173	3242	3361	3495
02H	B	15.20	15.70	16.21	16.71	17.08	17.47	17.93	18.32	18.76	19.46	20.22
02H	Q	15.77	16.30	16.82	17.34	17.75	18.15	18.62	19.08	19.51	20.22	21.04
02H	S	16.22	16.75	17.29	17.82	18.19	18.58	19.09	19.53	19.95	20.68	21.51
3	B	2526	2609	2692	2775	2839	2914	2982	3055	3127	3257	3386
3	Q	2624	2711	2798	2885	2949	3026	3103	3175	3249	3386	3524
3	S	2690	2778	2867	2956	3020	3103	3176	3247	3322	3460	3597
3.5	B	2584	2668	2754	2839	2909	2982	3057	3127	3207	3342	3474
3.5	Q	2684	2772	2860	2949	3022	3103	3177	3249	3331	3473	3613
3.5	S	2749	2839	2929	3020	3100	3176	3252	3322	3405	3549	3691
4	B	2584	2668	2754	2839	2914	2993	3059	3144	3215	3351	3487
4	Q	2684	2772	2860	2949	3026	3107	3179	3269	3342	3484	3624
4	S	2749	2839	2929	3020	3103	3180	3256	3344	3415	3557	3701
4.5	B	2647	2735	2821	2909	2982	3058	3138	3220	3294	3433	3570
4.5	Q	2750	2841	2931	3022	3103	3178	3263	3347	3426	3571	3714
4.5	S	2820	2914	3007	3100	3176	3255	3333	3419	3501	3648	3792

5	B	2652	2740	2826	2914	2998	3072	3153	3229	3310	3446	3583
5	Q	2754	2845	2936	3026	3111	3194	3276	3357	3441	3583	3725
5	S	2823	2916	3010	3103	3182	3269	3352	3433	3515	3657	3803
5.5	B	2714	2804	2893	2982	3059	3150	3228	3310	3396	3535	3674
5.5	Q	2823	2916	3010	3103	3179	3274	3356	3441	3535	3675	3822
5.5	S	2891	2986	3081	3176	3256	3349	3432	3515	3607	3751	3899
6	B	2727	2818	2908	2998	3074	3157	3245	3327	3421	3565	3707
6	Q	2832	2924	3018	3111	3195	3283	3375	3463	3555	3707	3856
6	S	2896	2992	3087	3182	3270	3354	3451	3538	3631	3784	3937
7	B	2798	2890	2982	3074	3162	3255	3346	3435	3533	3693	3840
7	Q	2907	3003	3099	3195	3286	3384	3477	3574	3674	3845	3999
7	S	2975	3074	3172	3270	3361	3456	3552	3650	3746	3922	4077
8	B	2877	2972	3067	3162	3262	3357	3463	3557	3658	3831	3985
8	Q	2991	3090	3188	3286	3394	3490	3604	3700	3812	3990	4151
8	S	3058	3159	3260	3361	3464	3565	3679	3779	3887	4067	4229
9	B	2968	3066	3164	3262	3363	3470	3577	3692	3801	3981	4140
9	Q	3089	3190	3292	3394	3498	3611	3722	3843	3958	4147	4315
9	S	3152	3256	3360	3464	3570	3685	3798	3921	4035	4226	4396
10	B	3063	3164	3265	3366	3489	3592	3711	3828	3946	4148	4316
10	Q	3186	3292	3397	3502	3629	3739	3867	3987	4113	4331	4504
10	S	3253	3360	3467	3574	3702	3815	3941	4063	4196	4412	4587
10.5	B	3154	3258	3362	3466	3577	3700	3813	3945	4061	4269	4440
10.5	Q	3283	3392	3500	3608	3722	3853	3973	4111	4233	4452	4632
10.5	S	3351	3461	3572	3682	3798	3931	4047	4195	4317	4538	4722
11	B	3176	3281	3385	3490	3609	3725	3861	3987	4112	4329	4502
11	Q	3305	3413	3522	3631	3761	3883	4022	4157	4287	4520	4699
11	S	3369	3480	3591	3703	3833	3957	4099	4234	4369	4600	4783
12	B	3305	3413	3522	3631	3765	3887	4033	4165	4319	4550	4731

12	Q	3439	3554	3667	3780	3920	4049	4205	4348	4505	4751	4942
12	S	3507	3622	3738	3854	3994	4125	4285	4431	4589	4836	5031
12.5	B	3382	3494	3606	3717	3855	3988	4141	4282	4423	4665	4851
12.5	Q	3523	3639	3756	3872	4016	4159	4319	4472	4617	4877	5068
12.5	S	3591	3710	3828	3946	4094	4236	4403	4555	4699	4961	5158
13	B	3429	3541	3655	3768	3906	4055	4206	4359	4524	4775	4964
13	Q	3571	3688	3807	3924	4067	4227	4393	4554	4722	4990	5190
13	S	3638	3759	3878	3998	4146	4310	4477	4634	4806	5076	5279
14	B	3575	3693	3811	3929	4077	4236	4423	4583	4757	5036	5237
14	Q	3728	3851	3974	4096	4251	4426	4617	4790	4974	5262	5471
14	S	3796	3922	4046	4172	4335	4504	4699	4875	5058	5346	5557
15	B	3718	3840	3963	4085	4266	4441	4614	4802	4982	5282	5491
15	Q	3879	4007	4135	4263	4449	4634	4822	5021	5206	5516	5739
15	S	3950	4081	4211	4341	4532	4716	4906	5106	5290	5603	5826
16	B	3891	4019	4147	4276	4467	4665	4857	5061	5263	5574	5797
16	Q	4060	4194	4328	4461	4665	4877	5080	5289	5500	5827	6063
16	S	4138	4275	4410	4547	4748	4961	5166	5373	5587	5909	6144
17	B	4077	4211	4345	4480	4686	4901	5110	5317	5532	5862	6096
17	Q	4253	4393	4534	4674	4898	5124	5337	5554	5782	6125	6373
17	S	4330	4473	4616	4758	4985	5210	5425	5640	5865	6215	6462
18	B	4291	4433	4574	4715	4942	5171	5408	5627	5854	6202	6452
18	Q	4481	4629	4777	4925	5168	5407	5653	5883	6118	6485	6743
18	S	4555	4706	4856	5006	5250	5491	5738	5969	6206	6566	6830
19	B	4522	4671	4820	4968	5221	5468	5720	5964	6212	6590	6853
19	Q	4726	4882	5037	5193	5459	5711	5983	6232	6494	6885	7161
19	S	4805	4963	5122	5281	5545	5799	6068	6319	6579	6970	7248
20	B	4777	4934	5092	5249	5515	5770	6046	6309	6570	6969	7247
20	Q	4992	5156	5321	5486	5762	6034	6321	6592	6866	7286	7577

20	S	5071	5239	5406	5573	5848	6118	6404	6676	6951	7367	7662
TR												

Effective July 1, 2014

Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	STEPS 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

TR

(Source: Amended at 37 Ill. Reg. 9939, effective July 1, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Effective July 1, 2012
Bargaining Unit: RC-023

Title	Title Code	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
Child Welfare Nurse Specialist	07197	B	5087	5326	5584	5838	6211	6427	6654	6918
Corrections Nurse I	09825	Q	4823	5046	5285	5512	5873	6080	6293	6544
Corrections Nurse I	09825	S	4873	5096	5335	5562	5923	6130	6343	6594
Corrections Nurse II	09826	Q	5421	5675	5946	6220	6615	6849	7088	7372
Corrections Nurse II	09826	S	5471	5725	5996	6270	6665	6899	7138	7422
Health Facilities Surveillance Nurse	18150	B	5087	5326	5584	5838	6211	6427	6654	6918
Nursing Act Assistant Coordinator	29731	B	5404	5680	5942	6213	6603	6832	7073	7355
Registered Nurse I (See Note)	38131	B	4527	4744	4961	5182	5511	5707	5906	6141
Registered Nurse I (See Note)	38131	Q	4593	4814	5032	5257	5592	5788	5991	6232
Registered Nurse II (See Note)	38132	B	5087	5326	5584	5838	6211	6427	6654	6918
Registered Nurse II (See Note)	38132	Q	5163	5404	5663	5922	6303	6524	6748	7020
Registered Nurse – Advanced Practice (See Note)	38135	B	5733	6028	6308	6596	7008	7251	7507	7808
Registered Nurse – Advanced Practice (See	38135	Q	5817	6118	6401	6694	7112	7360	7617	7925

Note)										
Registered Nurse – Advanced Practice	38135	S	5867	6168	6451	6744	7162	7410	7667	7975

Effective July 1, 2013
Bargaining Unit: RC-023

Title	Title Code	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
Child Welfare Nurse Specialist	07197	B	5189	5433	5696	5955	6335	6556	6787	7056
Corrections Nurse I	09825	Q	4919	5147	5391	5622	5990	6202	6419	6675
Corrections Nurse I	09825	S	4969	5197	5441	5672	6040	6252	6469	6725
Corrections Nurse II	09826	Q	5529	5789	6065	6344	6747	6986	7230	7519
Corrections Nurse II	09826	S	5579	5839	6115	6394	6797	7036	7280	7569
Health Facilities Surveillance Nurse	18150	B	5189	5433	5696	5955	6335	6556	6787	7056
Nursing Act Assistant Coordinator	29731	B	5512	5794	6061	6337	6735	6969	7214	7502
Registered Nurse I (See Note)	38131	B	4618	4839	5060	5286	5621	5821	6024	6264
Registered Nurse I (See Note)	38131	Q	4685	4910	5133	5362	5704	5904	6111	6357
Registered Nurse II (See Note)	38132	B	5189	5433	5696	5955	6335	6556	6787	7056
Registered Nurse II (See Note)	38132	Q	5266	5512	5776	6040	6429	6654	6883	7160
Registered Nurse – Advanced Practice (See Note)	38135	B	5848	6149	6434	6728	7148	7396	7657	7964
Registered Nurse – Advanced Practice (See Note)	38135	Q	5933	6240	6529	6828	7254	7507	7769	8084
Registered Nurse – Advanced Practice	38135	S	5983	6290	6579	6878	7304	7557	7819	8134

Effective July 1, 2014
Bargaining Unit: RC-023

Title	Title Code	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
Child Welfare Nurse Specialist	07197	B	5293	5542	5810	6074	6462	6687	6923	7197
Corrections Nurse I	09825	Q	5017	5250	5499	5734	6110	6326	6547	6809
Corrections Nurse I	09825	S	5067	5300	5549	5784	6160	6376	6597	6859
Corrections Nurse II	09826	Q	5640	5905	6186	6471	6882	7126	7375	7669
Corrections Nurse II	09826	S	5690	5955	6236	6521	6932	7176	7425	7719
Health Facilities Surveillance Nurse	18150	B	5293	5542	5810	6074	6462	6687	6923	7197
Nursing Act Assistant Coordinator	29731	B	5622	5910	6182	6464	6870	7108	7358	7652
Registered Nurse I (See Note)	38131	B	4710	4936	5161	5392	5733	5937	6144	6389
Registered Nurse I (See Note)	38131	Q	4779	5008	5236	5469	5818	6022	6233	6484
Registered Nurse II (See Note)	38132	B	5293	5542	5810	6074	6462	6687	6923	7197
Registered Nurse II (See Note)	38132	Q	5371	5622	5892	6161	6558	6787	7021	7303
Registered Nurse – Advanced Practice (See Note)	38135	B	5965	6272	6563	6863	7291	7544	7810	8123
Registered Nurse – Advanced Practice (See Note)	38135	Q	6052	6365	6660	6965	7399	7657	7924	8246
Registered Nurse – Advanced Practice	38135	S	6102	6415	6710	7015	7449	7707	7974	8296

NOTE: Effective July 1, 2013, the Step 8 rate shall be increased to $75.00 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 to $100.00 per month for those employees who have six or more years of creditable service on Step 8 in the same pay grade.

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).

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.

(Source: Amended by peremptory rulemaking at 37 Ill. Reg. 11521, effective July 3, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE L RC-008 (Boilermakers)

Title	Title Code	Region	Effective Date	Monthly Salary
Boiler Safety Specialist	04910	Northern	January 1, 2012	7863.06
Boiler Safety Specialist	04910	Central	January 1, 2012	6335.34
Boiler Safety Specialist	04910	Southern	January 1, 2010	5679.36
Boiler Safety Specialist	04910	Southern	January 1, 2011	5679.36
Boiler Safety Specialist	04910	Southern	January 1, 2012	5592.36

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.

Effective January 1, 2011, employees newly hired into positions allocated to the Boiler Safety Specialist title at the Department of Human Services receive the negotiated regular pension formula rate for the State of Illinois. 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).

(Source: Amended at 36 Ill. Reg. 8460, effective May 24, 2012)

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

Effective July 1, 2011

	STEPS						
Title	1	2	3	4	5	6	7
Conservation Police Officer I	4750	4976	5337	5588	5850	6127	6127
Conservation Police Officer II	0	0	5416	5669	5929	6207	6207
Conservation Police Officer Trainee	3810	3960					

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
6419	6795	6963	6963	7041	7041	7041	7041	7041	7041

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
6499	6876	7045	7045	7454	7800	8172	8250	8634	9036

Effective January 1, 2012

	STEPS						
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**
Conservation Police Officer I	4809	5038	5404	5658	5923	6204	6204
Conservation Police Officer II	0	0	5484	5740	6003	6285	6285
Conservation Police Officer Trainee	3858	4010					

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
6499	6880	7050	7050	7154	7154	7154	7154	7154	7154

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
6580	6962	7133	7133	7572	7923	8299	8378	8767	9174

(Source: Amended at 35 Ill. Reg. 20144, effective December 6, 2011)

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	37015	RC-010	24

Advocacy Commission, and Pollution Control Board and administrative law judge function at the Departments of Healthcare and Family Services and Human Services			
Senior Public Service Administrator, Option 8L Department of Revenue	40070	RC-010	26
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

NOTE: The positions allocated to the Public Service Administrator title that are assigned to the negotiated RC-010 pay grade have the Option 8L. See the definition of option in Section 310.50.

Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012
Bargaining Unit: RC-010

		STEPS							
Pay Grade	**Pay Plan Code**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
18	B	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4828	5067	5301	5542	5768	5998	6358	6611

20	B	5146	5407	5657	5927	6185	6441	6832	7105
20	Q	5378	5649	5916	6197	6463	6731	7143	7428
23	B	6095	6418	6747	7067	7391	7712	8200	8528
23	Q	6373	6709	7052	7383	7727	8062	8566	8908
23H	B	37.51	39.50	41.52	43.49	45.48	47.46	50.46	52.48
24	B	6487	6831	7191	7533	7883	8237	8755	9104
24	Q	6780	7142	7513	7875	8234	8608	9149	9516
26	B	7377	7782	8196	8609	9011	9416	10023	10423
26	Q	7734	8153	8584	9018	9440	9861	10500	10920

Effective May 20, 2013

Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	4207	4346	4484	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4393	4538	4683	4828	5067	5301	5542	5768	5998	6358	6611
20	B	4683	4837	4992	5146	5407	5657	5927	6185	6441	6832	7105
20	Q	4894	5055	5217	5378	5649	5916	6197	6463	6731	7143	7428
23	B	5546	5729	5912	6095	6418	6747	7067	7391	7712	8200	8528
23	Q	5799	5991	6182	6373	6709	7052	7383	7727	8062	8566	8908
23H	B	34.13	35.26	36.38	37.51	39.50	41.52	43.49	45.48	47.46	50.46	52.48
24	B	5903	6098	6292	6487	6831	7191	7533	7883	8237	8755	9104
24	Q	6170	6373	6577	6780	7142	7513	7875	8234	8608	9149	9516
26	B	6713	6934	7156	7377	7782	8196	8609	9011	9416	10023	10423
26	Q	7038	7270	7502	7734	8153	8584	9018	9440	9861	10500	10920

Effective July 1, 2013

Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
18	B	4291	4433	4574	4715	4942	5171	5408	5627	5854	6202	6452
18	Q	4481	4629	4777	4925	5168	5407	5653	5883	6118	6485	6743
20	B	4777	4934	5092	5249	5515	5770	6046	6309	6570	6969	7247
20	Q	4992	5156	5321	5486	5762	6034	6321	6592	6866	7286	7577
23	B	5657	5844	6030	6217	6546	6882	7208	7539	7866	8364	8699
23	Q	5915	6111	6306	6500	6843	7193	7531	7882	8223	8737	9086
23H	B	34.81	35.96	37.11	38.26	40.28	42.35	44.36	46.39	48.41	51.47	53.53
24	B	6021	6220	6418	6617	6968	7335	7684	8041	8402	8930	9286
24	Q	6293	6500	6709	6916	7285	7663	8033	8399	8780	9332	9706
26	B	6847	7073	7299	7525	7938	8360	8781	9191	9604	10223	10631
26	Q	7179	7415	7652	7889	8316	8756	9198	9629	10058	10710	11138

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 by peremptory rulemaking at 37 Ill. Reg. 9563, effective June 19, 2013)

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 I	18261	RC-028	06
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 Resource Technician I	28851	RC-028	10
Natural Resource 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

NOTE:Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012
Bargaining Unit: RC-028

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
03.5	B	2783	2852	2924	2997	3066	3144	3276	3406
03.5	Q	2891	2963	3042	3115	3185	3266	3405	3542
03.5	S	2961	3039	3114	3188	3257	3338	3479	3619
04	B	2783	2857	2934	2999	3082	3152	3285	3419
04	Q	2891	2967	3046	3117	3205	3276	3416	3553
04	S	2961	3042	3118	3192	3278	3348	3487	3628
06	B	2939	3014	3095	3181	3262	3354	3495	3634
06	Q	3050	3132	3219	3309	3395	3485	3634	3780
06	S	3120	3206	3288	3383	3469	3560	3710	3860
06H	B	18.09	18.55	19.05	19.58	20.07	20.64	21.51	22.36
06H	Q	18.77	19.27	19.81	20.36	20.89	21.45	22.36	23.26
06H	S	19.20	19.73	20.23	20.82	21.35	21.91	22.83	23.75
07	B	3014	3100	3191	3280	3368	3464	3621	3765
07	Q	3132	3222	3318	3409	3504	3602	3770	3921
07	S	3206	3295	3388	3482	3578	3673	3845	3997

08	B	3100	3198	3291	3395	3487	3586	3756	3907
08	Q	3222	3327	3422	3533	3627	3737	3912	4070
08	S	3295	3396	3495	3607	3705	3811	3987	4146
09	B	3198	3297	3402	3507	3620	3726	3903	4059
09	Q	3327	3429	3540	3649	3768	3880	4066	4230
09	S	3396	3500	3613	3724	3844	3956	4143	4310
09.5	B	3276	3377	3489	3600	3721	3829	4016	4175
09.5	Q	3405	3512	3630	3749	3877	3987	4186	4354
09.5	S	3479	3584	3707	3822	3953	4065	4267	4437
10	B	3300	3421	3522	3638	3753	3869	4067	4231
10	Q	3433	3558	3666	3791	3909	4032	4246	4416
10	S	3504	3629	3740	3864	3983	4114	4325	4497
10.5	B	3408	3533	3649	3776	3899	4026	4269	4441
10.5	Q	3545	3678	3803	3932	4064	4199	4460	4637
10.5	S	3619	3753	3876	4008	4141	4278	4538	4720
11	B	3422	3538	3652	3785	3909	4031	4244	4414
11	Q	3560	3687	3807	3943	4075	4203	4431	4607
11	S	3630	3758	3879	4019	4151	4283	4510	4689
11.5	B	3505	3625	3739	3867	3997	4135	4361	4536
11.5	Q	3647	3776	3896	4028	4168	4317	4552	4735
11.5	S	3718	3849	3971	4109	4250	4401	4640	4826
12	B	3560	3691	3811	3954	4083	4234	4461	4638
12	Q	3706	3843	3970	4123	4263	4417	4658	4845
12	S	3778	3916	4044	4201	4344	4499	4741	4932
12.5	B	3644	3779	3910	4060	4198	4336	4574	4756
12.5	Q	3796	3937	4077	4234	4384	4526	4781	4969
12.5	S	3869	4014	4153	4317	4466	4607	4864	5057

13	B	3694	3829	3975	4124	4274	4435	4681	4867
13	Q	3847	3987	4144	4307	4465	4629	4892	5088
13	S	3920	4065	4225	4389	4543	4712	4976	5175
14	B	3852	3997	4153	4336	4493	4664	4937	5134
14	Q	4016	4168	4339	4526	4696	4876	5159	5364
14	S	4090	4250	4416	4607	4779	4959	5241	5448
15	B	4005	4182	4354	4524	4708	4884	5178	5383
15	Q	4179	4362	4543	4727	4923	5104	5408	5626
15	S	4256	4443	4624	4810	5006	5186	5493	5712
16	B	4192	4379	4574	4762	4962	5160	5465	5683
16	Q	4374	4574	4781	4980	5185	5392	5713	5944
16	S	4458	4655	4864	5065	5268	5477	5793	6024
17	B	4392	4594	4805	5010	5213	5424	5747	5976
17	Q	4582	4802	5024	5232	5445	5669	6005	6248
17	S	4665	4887	5108	5319	5529	5750	6093	6335
18	B	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4828	5067	5301	5542	5768	5998	6358	6611
18	S	4908	5147	5383	5625	5852	6084	6437	6696
19	B	4871	5119	5361	5608	5847	6090	6461	6719
19	Q	5091	5352	5599	5866	6110	6367	6750	7021
19	S	5177	5436	5685	5949	6195	6450	6833	7106
21	B	5435	5715	5991	6270	6555	6829	7255	7544
21	Q	5680	5973	6260	6552	6852	7139	7582	7885
21	S	5764	6054	6341	6638	6935	7220	7666	7971

Effective May 20, 2013

Bargaining Unit: RC-028

Pay	Pay	S T E P S

Grade	Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
3.5	B	2533	2616	2700	2783	2852	2924	2997	3066	3144	3276	3406
3.5	Q	2631	2718	2804	2891	2963	3042	3115	3185	3266	3405	3542
3.5	S	2695	2783	2872	2961	3039	3114	3188	3257	3338	3479	3619
4	B	2533	2616	2700	2783	2857	2934	2999	3082	3152	3285	3419
4	Q	2631	2718	2804	2891	2967	3046	3117	3205	3276	3416	3553
4	S	2695	2783	2872	2961	3042	3118	3192	3278	3348	3487	3628
6	B	2674	2763	2851	2939	3014	3095	3181	3262	3354	3495	3634
6	Q	2776	2867	2959	3050	3132	3219	3309	3395	3485	3634	3780
6	S	2839	2933	3026	3120	3206	3288	3383	3469	3560	3710	3860
06H	B	16.46	17.00	17.54	18.09	18.55	19.05	19.58	20.07	20.64	21.51	22.36
06H	Q	17.08	17.64	18.21	18.77	19.27	19.81	20.36	20.89	21.45	22.36	23.26
06H	S	17.47	18.05	18.62	19.20	19.73	20.23	20.82	21.35	21.91	22.83	23.75
7	B	2743	2833	2924	3014	3100	3191	3280	3368	3464	3621	3765
7	Q	2850	2944	3038	3132	3222	3318	3409	3504	3602	3770	3921
7	S	2917	3014	3110	3206	3295	3388	3482	3578	3673	3845	3997
8	B	2821	2914	3007	3100	3198	3291	3395	3487	3586	3756	3907
8	Q	2932	3029	3125	3222	3327	3422	3533	3627	3737	3912	4070
8	S	2998	3097	3196	3295	3396	3495	3607	3705	3811	3987	4146
9	B	2910	3006	3102	3198	3297	3402	3507	3620	3726	3903	4059
9	Q	3028	3127	3227	3327	3429	3540	3649	3768	3880	4066	4230
9	S	3090	3192	3294	3396	3500	3613	3724	3844	3956	4143	4310
9.5	B	2981	3079	3178	3276	3377	3489	3600	3721	3829	4016	4175
9.5	Q	3099	3201	3303	3405	3512	3630	3749	3877	3987	4186	4354
9.5	S	3166	3270	3375	3479	3584	3707	3822	3953	4065	4267	4437
10	B	3003	3102	3201	3300	3421	3522	3638	3753	3869	4067	4231
10	Q	3124	3227	3330	3433	3558	3666	3791	3909	4032	4246	4416
10	S	3189	3294	3399	3504	3629	3740	3864	3983	4114	4325	4497

10.5	B	3101	3204	3306	3408	3533	3649	3776	3899	4026	4269	4441
10.5	Q	3226	3332	3439	3545	3678	3803	3932	4064	4199	4460	4637
10.5	S	3293	3402	3510	3619	3753	3876	4008	4141	4278	4538	4720
11	B	3114	3217	3319	3422	3538	3652	3785	3909	4031	4244	4414
11	Q	3240	3346	3453	3560	3687	3807	3943	4075	4203	4431	4607
11	S	3303	3412	3521	3630	3758	3879	4019	4151	4283	4510	4689
11.5	B	3190	3295	3400	3505	3625	3739	3867	3997	4135	4361	4536
11.5	Q	3319	3428	3538	3647	3776	3896	4028	4168	4317	4552	4735
11.5	S	3383	3495	3606	3718	3849	3971	4109	4250	4401	4640	4826
12	B	3240	3346	3453	3560	3691	3811	3954	4083	4234	4461	4638
12	Q	3372	3484	3595	3706	3843	3970	4123	4263	4417	4658	4845
12	S	3438	3551	3665	3778	3916	4044	4201	4344	4499	4741	4932
12.5	B	3316	3425	3535	3644	3779	3910	4060	4198	4336	4574	4756
12.5	Q	3454	3568	3682	3796	3937	4077	4234	4384	4526	4781	4969
12.5	S	3521	3637	3753	3869	4014	4153	4317	4466	4607	4864	5057
13	B	3362	3472	3583	3694	3829	3975	4124	4274	4435	4681	4867
13	Q	3501	3616	3732	3847	3987	4144	4307	4465	4629	4892	5088
13	S	3567	3685	3802	3920	4065	4225	4389	4543	4712	4976	5175
14	B	3505	3621	3736	3852	3997	4153	4336	4493	4664	4937	5134
14	Q	3655	3775	3896	4016	4168	4339	4526	4696	4876	5159	5364
14	S	3722	3845	3967	4090	4250	4416	4607	4779	4959	5241	5448
15	B	3645	3765	3885	4005	4182	4354	4524	4708	4884	5178	5383
15	Q	3803	3928	4054	4179	4362	4543	4727	4923	5104	5408	5626
15	S	3873	4001	4128	4256	4443	4624	4810	5006	5186	5493	5712
16	B	3815	3940	4066	4192	4379	4574	4762	4962	5160	5465	5683
16	Q	3980	4112	4243	4374	4574	4781	4980	5185	5392	5713	5944
16	S	4057	4191	4324	4458	4655	4864	5065	5268	5477	5793	6024
17	B	3997	4128	4260	4392	4594	4805	5010	5213	5424	5747	5976
17	Q	4170	4307	4445	4582	4802	5024	5232	5445	5669	6005	6248

17	S	4245	4385	4525	4665	4887	5108	5319	5529	5750	6093	6335
18	B	4207	4346	4484	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4393	4538	4683	4828	5067	5301	5542	5768	5998	6358	6611
18	S	4466	4614	4761	4908	5147	5383	5625	5852	6084	6437	6696
19	B	4433	4579	4725	4871	5119	5361	5608	5847	6090	6461	6719
19	Q	4633	4786	4938	5091	5352	5599	5866	6110	6367	6750	7021
19	S	4711	4866	5022	5177	5436	5685	5949	6195	6450	6833	7106
21	B	4946	5109	5272	5435	5715	5991	6270	6555	6829	7255	7544
21	Q	5169	5339	5510	5680	5973	6260	6552	6852	7139	7582	7885
21	S	5245	5418	5591	5764	6054	6341	6638	6935	7220	7666	7971

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Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
3.5	B	2584	2668	2754	2839	2909	2982	3057	3127	3207	3342	3474
3.5	Q	2684	2772	2860	2949	3022	3103	3177	3249	3331	3473	3613
3.5	S	2749	2839	2929	3020	3100	3176	3252	3322	3405	3549	3691
4	B	2584	2668	2754	2839	2914	2993	3059	3144	3215	3351	3487
4	Q	2684	2772	2860	2949	3026	3107	3179	3269	3342	3484	3624
4	S	2749	2839	2929	3020	3103	3180	3256	3344	3415	3557	3701
6	B	2727	2818	2908	2998	3074	3157	3245	3327	3421	3565	3707
6	Q	2832	2924	3018	3111	3195	3283	3375	3463	3555	3707	3856
6	S	2896	2992	3087	3182	3270	3354	3451	3538	3631	3784	3937
06H	B	16.78	17.34	17.90	18.45	18.92	19.43	19.97	20.47	21.05	21.94	22.81
06H	Q	17.43	17.99	18.57	19.14	19.66	20.20	20.77	21.31	21.88	22.81	23.73
06H	S	17.82	18.41	19.00	19.58	20.12	20.64	21.24	21.77	22.34	23.29	24.23
7	B	2798	2890	2982	3074	3162	3255	3346	3435	3533	3693	3840
7	Q	2907	3003	3099	3195	3286	3384	3477	3574	3674	3845	3999

7	S	2975	3074	3172	3270	3361	3456	3552	3650	3746	3922	4077
8	B	2877	2972	3067	3162	3262	3357	3463	3557	3658	3831	3985
8	Q	2991	3090	3188	3286	3394	3490	3604	3700	3812	3990	4151
8	S	3058	3159	3260	3361	3464	3565	3679	3779	3887	4067	4229
9	B	2968	3066	3164	3262	3363	3470	3577	3692	3801	3981	4140
9	Q	3089	3190	3292	3394	3498	3611	3722	3843	3958	4147	4315
9	S	3152	3256	3360	3464	3570	3685	3798	3921	4035	4226	4396
9.5	B	3041	3141	3242	3342	3445	3559	3672	3795	3906	4096	4259
9.5	Q	3161	3265	3369	3473	3582	3703	3824	3955	4067	4270	4441
9.5	S	3229	3335	3443	3549	3656	3781	3898	4032	4146	4352	4526
10	B	3063	3164	3265	3366	3489	3592	3711	3828	3946	4148	4316
10	Q	3186	3292	3397	3502	3629	3739	3867	3987	4113	4331	4504
10	S	3253	3360	3467	3574	3702	3815	3941	4063	4196	4412	4587
10.5	B	3163	3268	3372	3476	3604	3722	3852	3977	4107	4354	4530
10.5	Q	3291	3399	3508	3616	3752	3879	4011	4145	4283	4549	4730
10.5	S	3359	3470	3580	3691	3828	3954	4088	4224	4364	4629	4814
11	B	3176	3281	3385	3490	3609	3725	3861	3987	4112	4329	4502
11	Q	3305	3413	3522	3631	3761	3883	4022	4157	4287	4520	4699
11	S	3369	3480	3591	3703	3833	3957	4099	4234	4369	4600	4783
11.5	B	3254	3361	3468	3575	3698	3814	3944	4077	4218	4448	4627
11.5	Q	3385	3497	3609	3720	3852	3974	4109	4251	4403	4643	4830
11.5	S	3451	3565	3678	3792	3926	4050	4191	4335	4489	4733	4923
12	B	3305	3413	3522	3631	3765	3887	4033	4165	4319	4550	4731
12	Q	3439	3554	3667	3780	3920	4049	4205	4348	4505	4751	4942
12	S	3507	3622	3738	3854	3994	4125	4285	4431	4589	4836	5031
12.5	B	3382	3494	3606	3717	3855	3988	4141	4282	4423	4665	4851
12.5	Q	3523	3639	3756	3872	4016	4159	4319	4472	4617	4877	5068
12.5	S	3591	3710	3828	3946	4094	4236	4403	4555	4699	4961	5158

13	B	3429	3541	3655	3768	3906	4055	4206	4359	4524	4775	4964
13	Q	3571	3688	3807	3924	4067	4227	4393	4554	4722	4990	5190
13	S	3638	3759	3878	3998	4146	4310	4477	4634	4806	5076	5279
14	B	3575	3693	3811	3929	4077	4236	4423	4583	4757	5036	5237
14	Q	3728	3851	3974	4096	4251	4426	4617	4790	4974	5262	5471
14	S	3796	3922	4046	4172	4335	4504	4699	4875	5058	5346	5557
15	B	3718	3840	3963	4085	4266	4441	4614	4802	4982	5282	5491
15	Q	3879	4007	4135	4263	4449	4634	4822	5021	5206	5516	5739
15	S	3950	4081	4211	4341	4532	4716	4906	5106	5290	5603	5826
16	B	3891	4019	4147	4276	4467	4665	4857	5061	5263	5574	5797
16	Q	4060	4194	4328	4461	4665	4877	5080	5289	5500	5827	6063
16	S	4138	4275	4410	4547	4748	4961	5166	5373	5587	5909	6144
17	B	4077	4211	4345	4480	4686	4901	5110	5317	5532	5862	6096
17	Q	4253	4393	4534	4674	4898	5124	5337	5554	5782	6125	6373
17	S	4330	4473	4616	4758	4985	5210	5425	5640	5865	6215	6462
18	B	4291	4433	4574	4715	4942	5171	5408	5627	5854	6202	6452
18	Q	4481	4629	4777	4925	5168	5407	5653	5883	6118	6485	6743
18	S	4555	4706	4856	5006	5250	5491	5738	5969	6206	6566	6830
19	B	4522	4671	4820	4968	5221	5468	5720	5964	6212	6590	6853
19	Q	4726	4882	5037	5193	5459	5711	5983	6232	6494	6885	7161
19	S	4805	4963	5122	5281	5545	5799	6068	6319	6579	6970	7248
21	B	5045	5211	5377	5544	5829	6111	6395	6686	6966	7400	7695
21	Q	5272	5446	5620	5794	6092	6385	6683	6989	7282	7734	8043
21	S	5350	5526	5703	5879	6175	6468	6771	7074	7364	7819	8130

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Pay	Pay	S T E P S

Grade	Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
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
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
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
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
9.5	B	3102	3204	3307	3409	3514	3630	3745	3871	3984	4178	4344
9.5	Q	3224	3330	3436	3542	3654	3777	3900	4034	4148	4355	4530
9.5	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 by peremptory rulemaking at 37 Ill. Reg. 9563, effective June 19, 2013)

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

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Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
04	B	2857	2931	2998	3082	3151	3286	3339	3473
04-H	B	16.42							
05	B	2937	3011	3089	3165	3242	3377	3433	3572
07	B	3098	3189	3281	3366	3463	3621	3683	3832
08	B	3195	3291	3395	3486	3584	3755	3822	3976
10	B	3419	3520	3636	3750	3868	4065	4140	4306
11	B	3537	3651	3784	3906	4030	4241	4323	4497
12	B	3689	3810	3952	4081	4232	4459	4543	4723
12	Q	3841	3968	4121	4262	4417	4656	4751	4941
13	B	3828	3974	4122	4272	4433	4679	4771	4961
13	Q	3985	4143	4306	4463	4627	4890	4985	5186
14	B	3997	4153	4335	4492	4662	4934	5033	5236
15	B	4180	4352	4523	4707	4880	5176	5274	5486
16	B	4377	4572	4761	4961	5159	5463	5576	5799
16	Q	4777	4977	5183	5391	5712	5825	5944	6183
17	B	4592	4805	5008	5211	5422	5744	5862	6096
18	B	4843	5071	5299	5514	5737	6079	6199	6449
18	Q	5298	5539	5765	5994	6354	6480	6610	6874
18.5	B	4869	5117	5359	5606	5844	6087	6458	6717
19	B	5117	5359	5606	5844	6087	6458	6583	6847
19	Q	5473	5715	5942	6171	6528	6654	6785	7056
20	B	5405	5656	5924	6184	6441	6829	6965	7242
20	Q	5648	5914	6193	6460	6730	7139	7278	7569
22	B	6043	6338	6637	6946	7232	7684	7837	8152
22	Q	6315	6627	6936	7257	7560	8030	8193	8520
25	B	6828	7188	7530	7878	8234	8750	8927	9284

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Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
04	B	2652	2739	2827	2914	2990	3058	3144	3214	3352	3406	3542
04-H	B	15.24	15.74	16.25	16.75							
05	B	2726	2816	2906	2996	3071	3151	3228	3307	3445	3502	3643
07	B	2876	2970	3065	3160	3253	3347	3433	3532	3693	3757	3909
08	B	2966	3063	3161	3259	3357	3463	3556	3656	3830	3898	4056
10	B	3173	3278	3382	3487	3590	3709	3825	3945	4146	4223	4392
11	B	3283	3392	3500	3608	3724	3860	3984	4111	4326	4409	4587
12	B	3424	3537	3650	3763	3886	4031	4163	4317	4548	4634	4817
12	Q	3565	3683	3800	3918	4047	4203	4347	4505	4749	4846	5040
13	B	3554	3671	3788	3905	4053	4204	4357	4522	4773	4866	5060
13	Q	3699	3821	3943	4065	4226	4392	4552	4720	4988	5085	5290
14	B	3710	3832	3955	4077	4236	4422	4582	4755	5033	5134	5341
15	B	3880	4008	4136	4264	4439	4613	4801	4978	5280	5379	5596
16	B	4063	4197	4331	4465	4663	4856	5060	5262	5572	5688	5915
16	Q	4434	4581	4727	4873	5077	5287	5499	5826	5942	6063	6307
17	B	4262	4403	4543	4684	4901	5108	5315	5530	5859	5979	6218
18	B	4495	4644	4792	4940	5172	5405	5624	5852	6201	6323	6578
18	Q	4918	5080	5242	5404	5650	5880	6114	6481	6610	6742	7011
18.5	B	4519	4668	4817	4966	5219	5466	5718	5961	6209	6587	6851
19	B	4749	4906	5062	5219	5466	5718	5961	6209	6587	6715	6984
19	Q	5080	5247	5415	5582	5829	6061	6294	6659	6787	6921	7197
20	B	5017	5182	5348	5513	5769	6042	6308	6570	6966	7104	7387
20	Q	5243	5415	5588	5761	6032	6317	6589	6865	7282	7424	7720
22	B	5609	5794	5979	6164	6465	6770	7085	7377	7838	7994	8315
22	Q	5861	6055	6248	6441	6760	7075	7402	7711	8191	8357	8690
25	B	6338	6547	6756	6965	7332	7681	8036	8399	8925	9106	9470

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

Note: Effective July 1, 2013, the Step 8 rate shall be increased by $75.00 per month for those employees (non-sworn) who attain ten years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased $100.00 per month for those employees (non-sworn) who attain fifteen years of service and have three or more years of creditable service on Step 8.

Effective July 1, 2011, employees in Arson Investigator I and II, Commerce Commission Police Officer I and II, Police Officer I, II, and III titles receive a salary increase of $50 per month upon reaching 10 years, 13 years, and 15 years service in the same classification series and receive a salary increase of $100 per month upon reaching 17 years service in the same classification series.

An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011, and effective January 1, 2011, is

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

(Source: Amended by peremptory rulemaking at 37 Ill. Reg. 13762, effective August 8, 2013)

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, 2011

	STEPS							
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Meat and Poultry Inspector	3811	3977	4136	4293	4460	4710	4806	4854
Meat and Poultry Inspector Trainee	3233	3351	3479	3604	3730	3936	4013	4053

Effective January 1, 2012

	STEPS							
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Meat and Poultry Inspector	3859	4027	4188	4347	4516	4769	4866	4915
Meat and Poultry Inspector Trainee	3273	3393	3522	3649	3777	3985	4063	4104

Note: 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).

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.

(Source: Amended at 35 Ill. Reg. 20144, effective December 6, 2011)

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

NOTE: Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012
Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
01	B	3422	3538	3652	3785	3909	4031	4244	4414
01	Q	3560	3687	3807	3943	4075	4203	4431	4607
01	S	3630	3758	3879	4019	4151	4283	4510	4689
01H	B	20.98	21.69	22.39	23.20	23.96	24.71	26.02	27.06
01H	Q	21.82	22.60	23.34	24.17	24.98	25.77	27.16	28.24
01H	S	22.25	23.04	23.78	24.64	25.45	26.26	27.65	28.74
02	B	3560	3691	3811	3954	4083	4234	4461	4638
02	Q	3706	3843	3970	4123	4263	4417	4658	4845
02	S	3778	3916	4044	4201	4344	4499	4741	4932
03	B	3694	3829	3975	4124	4274	4435	4681	4867
03	Q	3847	3987	4144	4307	4465	4629	4892	5088
03	S	3920	4065	4225	4389	4543	4712	4976	5175
04	B	3694	3829	3975	4124	4274	4435	4681	4867
04	Q	3847	3987	4144	4307	4465	4629	4892	5088
04	S	3920	4065	4225	4389	4543	4712	4976	5175
05	B	4005	4182	4354	4524	4708	4884	5178	5383
05	Q	4179	4362	4543	4727	4923	5104	5408	5626
05	S	4256	4443	4624	4810	5006	5186	5493	5712

06	B	4005	4182	4354	4524	4708	4884	5178	5383
06	Q	4179	4362	4543	4727	4923	5104	5408	5626
06	S	4256	4443	4624	4810	5006	5186	5493	5712
07	B	4005	4182	4354	4524	4708	4884	5178	5383
07	Q	4179	4362	4543	4727	4923	5104	5408	5626
07	S	4256	4443	4624	4810	5006	5186	5493	5712

Effective May 20, 2013

Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
1	B	3114	3217	3319	3422	3538	3652	3785	3909	4031	4244	4414
1	Q	3240	3346	3453	3560	3687	3807	3943	4075	4203	4431	4607
1	S	3303	3412	3521	3630	3758	3879	4019	4151	4283	4510	4689
01H	B	19.09	19.72	20.35	20.98	21.69	22.39	23.20	23.96	24.71	26.02	27.06
01H	Q	19.86	20.51	21.17	21.82	22.60	23.34	24.17	24.98	25.77	27.16	28.24
01H	S	20.25	20.92	21.58	22.25	23.04	23.78	24.64	25.45	26.26	27.65	28.74
2	B	3240	3346	3453	3560	3691	3811	3954	4083	4234	4461	4638
2	Q	3372	3484	3595	3706	3843	3970	4123	4263	4417	4658	4845
2	S	3438	3551	3665	3778	3916	4044	4201	4344	4499	4741	4932
3	B	3362	3472	3583	3694	3829	3975	4124	4274	4435	4681	4867
3	Q	3501	3616	3732	3847	3987	4144	4307	4465	4629	4892	5088
3	S	3567	3685	3802	3920	4065	4225	4389	4543	4712	4976	5175
4	B	3362	3472	3583	3694	3829	3975	4124	4274	4435	4681	4867
4	Q	3501	3616	3732	3847	3987	4144	4307	4465	4629	4892	5088
4	S	3567	3685	3802	3920	4065	4225	4389	4543	4712	4976	5175
5	B	3645	3765	3885	4005	4182	4354	4524	4708	4884	5178	5383
5	Q	3803	3928	4054	4179	4362	4543	4727	4923	5104	5408	5626
5	S	3873	4001	4128	4256	4443	4624	4810	5006	5186	5493	5712

6	B	3645	3765	3885	4005	4182	4354	4524	4708	4884	5178	5383
6	Q	3803	3928	4054	4179	4362	4543	4727	4923	5104	5408	5626
6	S	3873	4001	4128	4256	4443	4624	4810	5006	5186	5493	5712
7	B	3645	3765	3885	4005	4182	4354	4524	4708	4884	5178	5383
7	Q	3803	3928	4054	4179	4362	4543	4727	4923	5104	5408	5626
7	S	3873	4001	4128	4256	4443	4624	4810	5006	5186	5493	5712

Effective July 1, 2013

Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	3176	3281	3385	3490	3609	3725	3861	3987	4112	4329	4502
1	Q	3305	3413	3522	3631	3761	3883	4022	4157	4287	4520	4699
1	S	3369	3480	3591	3703	3833	3957	4099	4234	4369	4600	4783
01H	B	19.47	20.11	20.75	21.39	22.12	22.84	23.67	24.44	25.21	26.54	27.60
01H	Q	20.26	20.92	21.59	22.26	23.06	23.80	24.66	25.48	26.28	27.71	28.81
01H	S	20.65	21.33	22.01	22.70	23.50	24.26	25.13	25.96	26.78	28.20	29.32
2	B	3305	3413	3522	3631	3765	3887	4033	4165	4319	4550	4731
2	Q	3439	3554	3667	3780	3920	4049	4205	4348	4505	4751	4942
2	S	3507	3622	3738	3854	3994	4125	4285	4431	4589	4836	5031
3	B	3429	3541	3655	3768	3906	4055	4206	4359	4524	4775	4964
3	Q	3571	3688	3807	3924	4067	4227	4393	4554	4722	4990	5190
3	S	3638	3759	3878	3998	4146	4310	4477	4634	4806	5076	5279
4	B	3429	3541	3655	3768	3906	4055	4206	4359	4524	4775	4964
4	Q	3571	3688	3807	3924	4067	4227	4393	4554	4722	4990	5190
4	S	3638	3759	3878	3998	4146	4310	4477	4634	4806	5076	5279
5	B	3718	3840	3963	4085	4266	4441	4614	4802	4982	5282	5491
5	Q	3879	4007	4135	4263	4449	4634	4822	5021	5206	5516	5739
5	S	3950	4081	4211	4341	4532	4716	4906	5106	5290	5603	5826

6	B	3718	3840	3963	4085	4266	4441	4614	4802	4982	5282	5491
6	Q	3879	4007	4135	4263	4449	4634	4822	5021	5206	5516	5739
6	S	3950	4081	4211	4341	4532	4716	4906	5106	5290	5603	5826
7	B	3718	3840	3963	4085	4266	4441	4614	4802	4982	5282	5491
7	Q	3879	4007	4135	4263	4449	4634	4822	5021	5206	5516	5739
7	S	3950	4081	4211	4341	4532	4716	4906	5106	5290	5603	5826

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 by peremptory rulemaking at 37 Ill. Reg. 9563, effective June 19, 2013)

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
Forensic Science Administrator I	15911	VR-704	24
Forensic Science Administrator II	15912	VR-704	25
Juvenile Justice Chief of Security	21965	VR-704	24
Police Lieutenant	32977	VR-704	24
Public Service Administrator, Option 7 (inspector sworn and sex offender registry supervisor non-sworn functions at Department of State Police)	37015	VR-704	26
Public Service Administrator, Options 7 (criminal intelligence analyst supervisor, strategic management policy administrator, firearms specialist, computer evidence recovery specialist, and narcotics and currency unit supervisor non-sworn functions at Department of State Police, statewide enforcement function at Department of Financial and Professional Regulation, and superintendent, operations center supervisor and training academy supervisor functions at Department of Corrections) and 8K (Departments of Corrections, Human Services and Juvenile Justice)	37015	VR-704	25
Public Service Administrator, Options 7 (women and family services coordinator, district supervisor, staff assistant and deputy commander of intelligence functions at Department of Corrections and investigator function at Department of Human Services in the Office of the	37015	VR-704	24

Inspector General), 8L (at Departments of Corrections and State Police) and 8J (dietary manager function at Department of Corrections)			
Senior Public Service Administrator, Option 7 (research and development unit chief function at Department of State Police)	40070	VR-704	24
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 (assistant director of forensic science training, quality assurance and safety director and section chief functions at Department of State Police)	40070	VR-704	26
Senior Public Service Administrator, Option 7 (deputy laboratory director function at Department of State Police)	40070	VR-704	27
Shift Supervisor – 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 – Hired on or after August 1, 2010 through and including March 31, 2013 prior to December 31, 2014	40800	VR-704	23

NOTE: The positions allocated to the Public Service Administrator title that are assigned to the negotiated VR-704 pay grade have the following Options: 7; 8J; 8K; and 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.

Effective July 1, 2013, an employee on Step 8, having ten years of continuous service and three years creditable service at Step 8, shall be paid $75 per month. An employee with fifteen years continuous service and three years of creditable service at Step 8 shall receive fifteen years continuous service and three years of creditable service at Step 8 shall receive $100 per month.

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 July 1, 2012
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
23	Q	6438	6781	7134	7477	7819	8174	8688	9035
23	S	6519	6857	7211	7554	7901	8256	8765	9116
24	B	6483	6827	7187	7529	7878	8233	8750	9099
24	Q	6777	7138	7509	7871	8231	8604	9145	9510
24	S	6862	7218	7591	7952	8317	8690	9226	9596
25	B	6911	7288	7672	8055	8438	8822	9388	9765
25	Q	7219	7616	8014	8421	8821	9220	9812	10205
25	S	7304	7701	8099	8501	8902	9300	9895	10292
26	B	7374	7777	8191	8605	9006	9410	10020	10419
26	Q	7729	8150	8581	9014	9435	9857	10496	10915
27	B	7872	8300	8739	9181	9611	10042	10691	11119

Effective July 1, 2013
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
23	Q	6567	6917	7276	7627	7976	8337	8862	9215
23	S	6649	6994	7356	7705	8059	8421	8940	9299
24	B	6613	6964	7331	7680	8036	8398	8925	9281
24	Q	6913	7281	7659	8028	8396	8776	9328	9700
24	S	6999	7362	7743	8111	8483	8864	9411	9788
25	B	7049	7434	7825	8216	8607	8998	9576	9960
25	Q	7363	7768	8174	8589	8997	9404	10008	10409
25	S	7450	7855	8261	8671	9080	9486	10093	10498
26	B	7521	7933	8355	8777	9186	9598	10220	10627
26	Q	7884	8313	8753	9194	9624	10054	10706	11133

27	B	8029	8466	8914	9365	9803	10243	10905	11341

Effective July 1, 2014
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
23	Q	6875	7241	7617	7984	8350	8728	9277	9647
23	S	6961	7321	7701	8066	8437	8815	9359	9734
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

Effective December 31, 2014
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
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, 2012
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
24	B	6159	6486	6828	7153	7484	7945	8575	9099
24	Q	6438	6781	7134	7477	7819	8303	8962	9510
24	S	6519	6857	7211	7554	7901	8386	9041	9596
25	B	6565	6924	7288	7652	8016	8513	9200	9765
25	Q	6858	7235	7613	8000	8380	8897	9616	10205
25	S	6939	7316	7694	8076	8457	8975	9697	10292
26	B	7005	7388	7781	8175	8556	9081	9820	10419
26	Q	7343	7743	8152	8563	8963	9512	10286	10915
27	B	7478	7885	8302	8722	9130	9691	10477	11119

Effective July 1, 2013
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
24	B	6282	6616	6964	7296	7634	8104	8747	9281
24	Q	6567	6917	7276	7627	7976	8469	9141	9700
24	S	6649	6994	7356	7705	8059	8554	9223	9788
25	B	6697	7062	7434	7805	8177	8683	9384	9960
25	Q	6995	7380	7765	8160	8547	9075	9808	10409
25	S	7078	7462	7848	8237	8626	9154	9891	10498
26	B	7145	7536	7937	8338	8727	9262	10016	10627
26	Q	7490	7897	8315	8734	9143	9702	10492	11133

27	B	7628	8043	8468	8897	9313	9884	10687	11341

Effective July 1, 2014
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
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 by peremptory rulemaking at 37 Ill. Reg. 11521, effective July 3, 2013)

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 August 16, 2011
Bargaining Unit: HR-010

Lane	Educational Level	STEPS 1	2	3	4	5	6	7	8
1	BA	3270	3451	3638	3819	4015	4202	4608	4793
2	BA + 8 Hours	3374	3555	3749	3944	4148	4344	4760	4951
3	BA + 16 Hours	3460	3664	3870	4071	4266	4480	4915	5111
4	BA + 24 Hours	3557	3772	3983	4194	4413	4621	5073	5278

5	MA	3666	3880	4098	4318	4543	4758	5222	5431
6	MA + 16 Hours	3752	3970	4188	4411	4638	4851	5322	5533
7	MA + 32 Hours	3867	4083	4305	4529	4757	4973	5452	5670

Effective January 1, 2012
Bargaining Unit: HR-010

		STEPS							
Lane	**Educational Level**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
1	BA	3311	3494	3683	3867	4065	4255	4666	4853
2	BA + 8 Hours	3416	3599	3796	3993	4200	4398	4820	5013
3	BA + 16 Hours	3503	3710	3918	4122	4319	4536	4976	5175
4	BA + 24 Hours	3601	3819	4033	4246	4468	4679	5136	5344
5	MA	3712	3929	4149	4372	4600	4817	5287	5499
6	MA + 16 Hours	3799	4020	4240	4466	4696	4912	5389	5602
7	MA + 32 Hours	3915	4134	4359	4586	4816	5035	5520	5741

NOTE: 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

(Source: Amended at 35 Ill. Reg. 20144, effective December 6, 2011)

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 August 16, 2011

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 at 35 Ill. Reg. 20144, effective December 6, 2011)

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

Effective July 1, 2011
Bargaining Unit: CU-500

For employees who by May 1, 2011 do not submit for retirement prior to January 1, 2012

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
08	Q	3192	3291	3388	3495	3589	3693	3862	4018
13	Q	3798	3939	4094	4252	4400	4565	4820	5012
16	Q	4320	4509	4711	4907	5102	5309	5610	5834
16	S	4396	4589	4791	4984	5183	5389	5693	5920

17	Q	4521	4733	4947	5152	5361	5574	5902	6136
17	S	4602	4814	5027	5233	5442	5651	5982	6221
18	Q	4756	4985	5213	5448	5667	5893	6237	6487
18	S	4840	5065	5296	5528	5750	5971	6319	6573
19	Q	5014	5265	5506	5762	6000	6249	6618	6884
19	S	5094	5342	5586	5843	6079	6329	6701	6970
20	Q	5294	5553	5809	6081	6340	6600	6995	7275
20	S	5374	5637	5894	6165	6425	6680	7078	7361
21	Q	5581	5866	6140	6429	6716	6994	7424	7720
21	S	5664	5945	6224	6509	6799	7073	7504	7805
22	Q	5808	6109	6182	6701	7006	7297	7743	8050
22	S	5892	6184	6484	6778	7087	7379	7824	8135
24	Q	6649	6998	7356	7707	8057	8418	8941	9302
24	S	6728	7075	7436	7787	8137	8500	9022	9382

For employees who by May 1, 2011 submit for retirement prior to January 1, 2012

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
08	Q	3254	3355	3455	3563	3660	3766	3937	4097
13	Q	3873	4016	4175	4336	4487	4654	4914	5111
16	Q	4404	4598	4804	5003	5202	5413	5720	5949
16	S	4482	4679	4885	5081	5284	5494	5804	6036
17	Q	4609	4826	5044	5253	5466	5684	6017	6257
17	S	4692	4909	5125	5335	5548	5762	6100	6343
18	Q	4850	5082	5315	5555	5778	6008	6360	6614

18	S	4935	5165	5400	5637	5862	6088	6443	6702
19	Q	5113	5368	5614	5875	6117	6371	6748	7019
19	S	5194	5446	5695	5957	6198	6453	6833	7106
20	Q	5398	5662	5923	6200	6465	6730	7132	7417
20	S	5480	5747	6009	6286	6551	6811	7217	7506
21	Q	5691	5981	6261	6555	6847	7131	7569	7872
21	S	5775	6061	6346	6636	6933	7211	7651	7958
22	Q	5922	6229	6303	6833	7144	7440	7895	8208
22	S	6007	6306	6611	6911	7226	7523	7978	8294
24	Q	6780	7135	7500	7858	8215	8583	9117	9485
24	S	6860	7213	7582	7939	8296	8666	9199	9566

Effective January 1, 2012
Bargaining Unit: CU-500

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
08	Q	3232	3332	3430	3539	3634	3739	3910	4068
13	Q	3845	3988	4145	4305	4455	4622	4880	5075
16	Q	4374	4565	4770	4968	5166	5375	5680	5907
16	S	4451	4646	4851	5046	5248	5456	5764	5994
17	Q	4578	4792	5009	5216	5428	5644	5976	6213
17	S	4660	4874	5090	5298	5510	5722	6057	6299
18	Q	4815	5047	5278	5516	5738	5967	6315	6568
18	S	4901	5128	5362	5597	5822	6046	6398	6655
19	Q	5077	5331	5575	5834	6075	6327	6701	6970
19	S	5158	5409	5656	5916	6155	6408	6785	7057

20	Q	5360	5622	5882	6157	6419	6683	7082	7366
20	S	5441	5707	5968	6242	6505	6764	7166	7453
21	Q	5651	5939	6217	6509	6800	7081	7517	7817
21	S	5735	6019	6302	6590	6884	7161	7598	7903
22	Q	5881	6185	6259	6785	7094	7388	7840	8151
22	S	5966	6261	6565	6863	7176	7471	7922	8237
24	Q	6732	7085	7448	7803	8158	8523	9053	9418
24	S	6812	7163	7529	7884	8239	8606	9135	9499

Effective February 1, 2012
Bargaining Unit: CU-500

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
08	Q	3297	3399	3499	3610	3707	3814	3988	4149
13	Q	3922	4068	4228	4391	4544	4714	4978	5177
16	Q	4461	4656	4865	5067	5269	5483	5794	6025
16	S	4540	4739	4948	5147	5353	5565	5879	6114
17	Q	4670	4888	5109	5320	5537	5757	6096	6337
17	S	4753	4971	5192	5404	5620	5836	6178	6425
18	Q	4911	5148	5384	5626	5853	6086	6441	6699
18	S	4999	5231	5469	5709	5938	6167	6526	6788
19	Q	5179	5438	5687	5951	6197	6454	6835	7109
19	S	5261	5517	5769	6034	6278	6536	6921	7198
20	Q	5467	5734	6000	6280	6547	6817	7224	7513
20	S	5550	5821	6087	6367	6635	6899	7309	7602
21	Q	5764	6058	6341	6639	6936	7223	7667	7973
21	S	5850	6139	6428	6722	7022	7304	7750	8061

22	Q	5999	6309	6384	6921	7236	7536	7997	8314
22	S	6085	6386	6696	7000	7320	7620	8080	8402
24	Q	6867	7227	7597	7959	8321	8693	9234	9606
24	S	6948	7306	7680	8042	8404	8778	9318	9689

(Source: Amended at 35 Ill. Reg. 20144, effective December 6, 2011)

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 Planner I	12361	RC-062	12
Developmental Disabilities Council Program Planner II	12362	RC-062	16
Developmental Disabilities Council Program Planner III	12363	RC-062	18
Dietary Manager I	12501	RC-062	16
Dietary Manager II	12502	RC-062	18
Dietitian	12510	RC-062	15
Disability Appeals Officer	12530	RC-062	22

Disability Claims Adjudicator I	12537	RC-062	16
Disability Claims Adjudicator II	12538	RC-062	18
Disability Claims Adjudicator Trainee	12539	RC-062	13
Disability Claims Analyst	12540	RC-062	21
Disability Claims Specialist	12558	RC-062	19
Disaster Services Planner	12585	RC-062	19
Document Examiner	12640	RC-062	22
Economic Development Representative I	12931	RC-062	17
Economic Development Representative II	12932	RC-062	19
Educational Diagnostician	12965	RC-062	12
Educator – Provisional	13105	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
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 Corrections	21731	RC-062	18
Internal Security Investigator II, not Department of Corrections	21732	RC-062	21
International Marketing Representative I, Department of Agriculture	21761	RC-062	14
Juvenile Justice Youth and Family Specialist, Option 1	21991	RC-062	18
Juvenile Justice Youth and Family Specialist, Option 2	21992	RC-062	20
KidCare Supervisor	22003	RC-062	20
Labor Conciliator	22750	RC-062	20
Laboratory Equipment Specialist	22990	RC-062	18

Laboratory Quality Specialist I	23021	RC-062	19
Laboratory Quality Specialist II	23022	RC-062	21
Laboratory Research Specialist I	23027	RC-062	19
Laboratory Research Specialist II	23028	RC-062	21
Land Acquisition Agent I	23091	RC-062	15
Land Acquisition Agent II	23092	RC-062	18
Land Acquisition Agent III	23093	RC-062	21
Land Reclamation Specialist I	23131	RC-062	14
Land Reclamation Specialist II	23132	RC-062	17
Liability Claims Adjuster I	23371	RC-062	14
Liability Claims Adjuster II	23372	RC-062	18
Library Associate	23430	RC-062	12
Life Sciences Career Trainee	23600	RC-062	12
Liquor Control Special Agent II	23752	RC-062	15
Local Historical Services Representative	24000	RC-062	17
Local Housing Advisor I	24031	RC-062	14
Local Housing Advisor II	24032	RC-062	16
Local Housing Advisor III	24033	RC-062	18
Local Revenue and Fiscal Advisor I	24101	RC-062	15
Local Revenue and Fiscal Advisor II	24102	RC-062	17
Local Revenue and Fiscal Advisor III	24103	RC-062	19
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, 8F executive chief pilot function Department of Transportation, 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	38371	RC-062	21

1, 2013)			
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

NOTE: 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; 8F; 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.

Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012
Bargaining Unit: RC-062

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
09	B	3198	3297	3402	3507	3620	3726	3903	4059
09	Q	3327	3429	3540	3649	3768	3880	4066	4230
09	S	3396	3500	3613	3724	3844	3956	4143	4310
10	B	3300	3421	3522	3638	3753	3869	4067	4231
10	Q	3433	3558	3666	3791	3909	4032	4246	4416

10	S	3504	3629	3740	3864	3983	4114	4325	4497
11	B	3422	3538	3652	3785	3909	4031	4244	4414
11	Q	3560	3687	3807	3943	4075	4203	4431	4607
11	S	3630	3758	3879	4019	4151	4283	4510	4689
12	B	3560	3691	3811	3954	4083	4234	4461	4638
12	Q	3706	3843	3970	4123	4263	4417	4658	4845
12	S	3778	3916	4044	4201	4344	4499	4741	4932
12H	B	21.91	22.71	23.45	24.33	25.13	26.06	27.45	28.54
12H	Q	22.81	23.65	24.43	25.37	26.23	27.18	28.66	29.82
12H	S	23.25	24.10	24.89	25.85	26.73	27.69	29.18	30.35
13	B	3694	3829	3975	4124	4274	4435	4681	4867
13	Q	3847	3987	4144	4307	4465	4629	4892	5088
13	S	3920	4065	4225	4389	4543	4712	4976	5175
14	B	3852	3997	4153	4336	4493	4664	4937	5134
14	Q	4016	4168	4339	4526	4696	4876	5159	5364
14	S	4090	4250	4416	4607	4779	4959	5241	5448
14H	B	23.70	24.60	25.56	26.68	27.65	28.70	30.38	31.59
14H	Q	24.71	25.65	26.70	27.85	28.90	30.01	31.75	33.01
14H	S	25.17	26.15	27.18	28.35	29.41	30.52	32.25	33.53
15	B	4005	4182	4354	4524	4708	4884	5178	5383
15	Q	4179	4362	4543	4727	4923	5104	5408	5626
15	S	4256	4443	4624	4810	5006	5186	5493	5712
16	B	4192	4379	4574	4762	4962	5160	5465	5683
16	Q	4374	4574	4781	4980	5185	5392	5713	5944
16	S	4458	4655	4864	5065	5268	5477	5793	6024
16H	B	25.80	26.95	28.15	29.30	30.54	31.75	33.63	34.97
16H	Q	26.92	28.15	29.42	30.65	31.91	33.18	35.16	36.58
16H	S	27.43	28.65	29.93	31.17	32.42	33.70	35.65	37.07

17	B	4392	4594	4805	5010	5213	5424	5747	5976
17	Q	4582	4802	5024	5232	5445	5669	6005	6248
17	S	4665	4887	5108	5319	5529	5750	6093	6335
18	B	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4828	5067	5301	5542	5768	5998	6358	6611
18	S	4908	5147	5383	5625	5852	6084	6437	6696
19	B	4871	5119	5361	5608	5847	6090	6461	6719
19	J	4871	5119	5361	5608	5847	6090	6461	6719
19	Q	5091	5352	5599	5866	6110	6367	6750	7021
19	S	5177	5436	5685	5949	6195	6450	6833	7106
20	B	5146	5407	5657	5927	6185	6441	6832	7105
20	Q	5378	5649	5916	6197	6463	6731	7143	7428
20	S	5464	5733	5998	6278	6545	6815	7223	7512
21	B	5435	5715	5991	6270	6555	6829	7255	7544
21	U	5435	5715	5991	6270	6555	6829	7255	7544
21	Q	5680	5973	6260	6552	6852	7139	7582	7885
21	S	5764	6054	6341	6638	6935	7220	7666	7971
22	B	5746	6046	6339	6640	6947	7236	7687	7995
22	Q	6003	6318	6628	6938	7259	7565	8033	8352
22	S	6090	6397	6711	7021	7344	7651	8117	8442
23	B	6095	6418	6747	7067	7391	7712	8200	8528
23	Q	6373	6709	7052	7383	7727	8062	8566	8908
23	S	6455	6790	7135	7468	7809	8145	8651	8994
24	B	6487	6831	7191	7533	7883	8237	8755	9104
24	J	6487	6831	7191	7533	7883	8237	8755	9104
24	Q	6780	7142	7513	7875	8234	8608	9149	9516
24	S	6865	7222	7594	7956	8321	8693	9231	9600
25	B	6915	7291	7677	8060	8442	8827	9393	9769
25	J	6915	7291	7677	8060	8442	8827	9393	9769
25	Q	7223	7620	8018	8425	8826	9225	9816	10210

25	S	7308	7703	8103	8505	8906	9305	9899	10298
26	B	7377	7782	8196	8609	9011	9416	10023	10423
26	U	7377	7782	8196	8609	9011	9416	10023	10423
26	Q	7734	8153	8584	9018	9440	9861	10500	10920
26	S	7805	8230	8668	9105	9529	9957	10604	11027
27	B	7876	8306	8743	9185	9617	10049	10697	11126
27	J	7876	8306	8743	9185	9617	10049	10697	11126
27	U	7876	8306	8743	9185	9617	10049	10697	11126
27	Q	8232	8680	9137	9604	10053	10504	11182	11630
28	B	8264	8711	9174	9639	10091	10543	11225	11676
29	U	8672	9143	9627	10115	10589	11064	11780	12250

Effective May 20, 2013

Bargaining Unit: RC-062

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
9	B	2910	3006	3102	3198	3297	3402	3507	3620	3726	3903	4059
9	Q	3028	3127	3227	3327	3429	3540	3649	3768	3880	4066	4230
9	S	3090	3192	3294	3396	3500	3613	3724	3844	3956	4143	4310
10	B	3003	3102	3201	3300	3421	3522	3638	3753	3869	4067	4231
10	Q	3124	3227	3330	3433	3558	3666	3791	3909	4032	4246	4416
10	S	3189	3294	3399	3504	3629	3740	3864	3983	4114	4325	4497
11	B	3114	3217	3319	3422	3538	3652	3785	3909	4031	4244	4414
11	Q	3240	3346	3453	3560	3687	3807	3943	4075	4203	4431	4607
11	S	3303	3412	3521	3630	3758	3879	4019	4151	4283	4510	4689
12	B	3240	3346	3453	3560	3691	3811	3954	4083	4234	4461	4638
12	Q	3372	3484	3595	3706	3843	3970	4123	4263	4417	4658	4845
12	S	3438	3551	3665	3778	3916	4044	4201	4344	4499	4741	4932

12H	B	19.94	20.59	21.25	21.91	22.71	23.45	24.33	25.13	26.06	27.45	28.54
12H	Q	20.75	21.44	22.12	22.81	23.65	24.43	25.37	26.23	27.18	28.66	29.82
12H	S	21.16	21.85	22.55	23.25	24.10	24.89	25.85	26.73	27.69	29.18	30.35
13	B	3362	3472	3583	3694	3829	3975	4124	4274	4435	4681	4867
13	Q	3501	3616	3732	3847	3987	4144	4307	4465	4629	4892	5088
13	S	3567	3685	3802	3920	4065	4225	4389	4543	4712	4976	5175
14	B	3505	3621	3736	3852	3997	4153	4336	4493	4664	4937	5134
14	Q	3655	3775	3896	4016	4168	4339	4526	4696	4876	5159	5364
14	S	3722	3845	3967	4090	4250	4416	4607	4779	4959	5241	5448
14H	B	21.57	22.28	22.99	23.70	24.60	25.56	26.68	27.65	28.70	30.38	31.59
14H	Q	22.49	23.23	23.98	24.71	25.65	26.70	27.85	28.90	30.01	31.75	33.01
14H	S	22.90	23.66	24.41	25.17	26.15	27.18	28.35	29.41	30.52	32.25	33.53
15	B	3645	3765	3885	4005	4182	4354	4524	4708	4884	5178	5383
15	Q	3803	3928	4054	4179	4362	4543	4727	4923	5104	5408	5626
15	S	3873	4001	4128	4256	4443	4624	4810	5006	5186	5493	5712
16	B	3815	3940	4066	4192	4379	4574	4762	4962	5160	5465	5683
16	Q	3980	4112	4243	4374	4574	4781	4980	5185	5392	5713	5944
16	S	4057	4191	4324	4458	4655	4864	5065	5268	5477	5793	6024
16H	B	23.48	24.25	25.02	25.80	26.95	28.15	29.30	30.54	31.75	33.63	34.97
16H	Q	24.49	25.30	26.11	26.92	28.15	29.42	30.65	31.91	33.18	35.16	36.58
16H	S	24.97	25.79	26.61	27.43	28.65	29.93	31.17	32.42	33.70	35.65	37.07
17	B	3997	4128	4260	4392	4594	4805	5010	5213	5424	5747	5976
17	Q	4170	4307	4445	4582	4802	5024	5232	5445	5669	6005	6248
17	S	4245	4385	4525	4665	4887	5108	5319	5529	5750	6093	6335
18	B	4207	4346	4484	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4393	4538	4683	4828	5067	5301	5542	5768	5998	6358	6611
18	S	4466	4614	4761	4908	5147	5383	5625	5852	6084	6437	6696
19	B	4433	4579	4725	4871	5119	5361	5608	5847	6090	6461	6719
19	J	4433	4579	4725	4871	5119	5361	5608	5847	6090	6461	6719

19	Q	4633	4786	4938	5091	5352	5599	5866	6110	6367	6750	7021
19	S	4711	4866	5022	5177	5436	5685	5949	6195	6450	6833	7106
20	B	4683	4837	4992	5146	5407	5657	5927	6185	6441	6832	7105
20	Q	4894	5055	5217	5378	5649	5916	6197	6463	6731	7143	7428
20	S	4972	5136	5300	5464	5733	5998	6278	6545	6815	7223	7512
21	B	4946	5109	5272	5435	5715	5991	6270	6555	6829	7255	7544
21	U	4946	5109	5272	5435	5715	5991	6270	6555	6829	7255	7544
21	Q	5169	5339	5510	5680	5973	6260	6552	6852	7139	7582	7885
21	S	5245	5418	5591	5764	6054	6341	6638	6935	7220	7666	7971
22	B	5229	5401	5574	5746	6046	6339	6640	6947	7236	7687	7995
22	Q	5463	5643	5823	6003	6318	6628	6938	7259	7565	8033	8352
22	S	5542	5725	5907	6090	6397	6711	7021	7344	7651	8117	8442
23	B	5546	5729	5912	6095	6418	6747	7067	7391	7712	8200	8528
23	Q	5799	5991	6182	6373	6709	7052	7383	7727	8062	8566	8908
23	S	5874	6068	6261	6455	6790	7135	7468	7809	8145	8651	8994
24	B	5903	6098	6292	6487	6831	7191	7533	7883	8237	8755	9104
24	J	5903	6098	6292	6487	6831	7191	7533	7883	8237	8755	9104
24	Q	6170	6373	6577	6780	7142	7513	7875	8234	8608	9149	9516
24	S	6247	6453	6659	6865	7222	7594	7956	8321	8693	9231	9600
25	B	6293	6500	6708	6915	7291	7677	8060	8442	8827	9393	9769
25	J	6293	6500	6708	6915	7291	7677	8060	8442	8827	9393	9769
25	Q	6573	6790	7006	7223	7620	8018	8425	8826	9225	9816	10210
25	S	6650	6870	7089	7308	7703	8103	8505	8906	9305	9899	10298
26	B	6713	6934	7156	7377	7782	8196	8609	9011	9416	10023	10423
26	U	6713	6934	7156	7377	7782	8196	8609	9011	9416	10023	10423
26	Q	7038	7270	7502	7734	8153	8584	9018	9440	9861	10500	10920
26	S	7103	7337	7571	7805	8230	8668	9105	9529	9957	10604	11027
27	B	7167	7403	7640	7876	8306	8743	9185	9617	10049	10697	11126
27	J	7167	7403	7640	7876	8306	8743	9185	9617	10049	10697	11126
27	U	7167	7403	7640	7876	8306	8743	9185	9617	10049	10697	11126

27	Q	7491	7738	7985	8232	8680	9137	9604	10053	10504	11182	11630
28	B	7520	7768	8016	8264	8711	9174	9639	10091	10543	11225	11676
29	U	7892	8152	8412	8672	9143	9627	10115	10589	11064	11780	12250

Effective July 1, 2013

Bargaining Unit: RC-062

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
9	B	2968	3066	3164	3262	3363	3470	3577	3692	3801	3981	4140
9	Q	3089	3190	3292	3394	3498	3611	3722	3843	3958	4147	4315
9	S	3152	3256	3360	3464	3570	3685	3798	3921	4035	4226	4396
10	B	3063	3164	3265	3366	3489	3592	3711	3828	3946	4148	4316
10	Q	3186	3292	3397	3502	3629	3739	3867	3987	4113	4331	4504
10	S	3253	3360	3467	3574	3702	3815	3941	4063	4196	4412	4587
11	B	3176	3281	3385	3490	3609	3725	3861	3987	4112	4329	4502
11	Q	3305	3413	3522	3631	3761	3883	4022	4157	4287	4520	4699
11	S	3369	3480	3591	3703	3833	3957	4099	4234	4369	4600	4783
12	B	3305	3413	3522	3631	3765	3887	4033	4165	4319	4550	4731
12	Q	3439	3554	3667	3780	3920	4049	4205	4348	4505	4751	4942
12	S	3507	3622	3738	3854	3994	4125	4285	4431	4589	4836	5031
12H	B	20.34	21.00	21.67	22.34	23.17	23.92	24.82	25.63	26.58	28.00	29.11
12H	Q	21.16	21.87	22.57	23.26	24.12	24.92	25.88	26.76	27.72	29.24	30.41
12H	S	21.58	22.29	23.00	23.72	24.58	25.38	26.37	27.27	28.24	29.76	30.96
13	B	3429	3541	3655	3768	3906	4055	4206	4359	4524	4775	4964
13	Q	3571	3688	3807	3924	4067	4227	4393	4554	4722	4990	5190
13	S	3638	3759	3878	3998	4146	4310	4477	4634	4806	5076	5279
14	B	3575	3693	3811	3929	4077	4236	4423	4583	4757	5036	5237
14	Q	3728	3851	3974	4096	4251	4426	4617	4790	4974	5262	5471

14	S	3796	3922	4046	4172	4335	4504	4699	4875	5058	5346	5557
14H	B	22.00	22.73	23.45	24.18	25.09	26.07	27.22	28.20	29.27	30.99	32.23
14H	Q	22.94	23.70	24.46	25.21	26.16	27.24	28.41	29.48	30.61	32.38	33.67
14H	S	23.36	24.14	24.90	25.67	26.68	27.72	28.92	30.00	31.13	32.90	34.20
15	B	3718	3840	3963	4085	4266	4441	4614	4802	4982	5282	5491
15	Q	3879	4007	4135	4263	4449	4634	4822	5021	5206	5516	5739
15	S	3950	4081	4211	4341	4532	4716	4906	5106	5290	5603	5826
16	B	3891	4019	4147	4276	4467	4665	4857	5061	5263	5574	5797
16	Q	4060	4194	4328	4461	4665	4877	5080	5289	5500	5827	6063
16	S	4138	4275	4410	4547	4748	4961	5166	5373	5587	5909	6144
16H	B	23.94	24.73	25.52	26.31	27.49	28.71	29.89	31.14	32.39	34.30	35.67
16H	Q	24.98	25.81	26.63	27.45	28.71	30.01	31.26	32.55	33.85	35.86	37.31
16H	S	25.46	26.31	27.14	27.98	29.22	30.53	31.79	33.06	34.38	36.36	37.81
17	B	4077	4211	4345	4480	4686	4901	5110	5317	5532	5862	6096
17	Q	4253	4393	4534	4674	4898	5124	5337	5554	5782	6125	6373
17	S	4330	4473	4616	4758	4985	5210	5425	5640	5865	6215	6462
18	B	4291	4433	4574	4715	4942	5171	5408	5627	5854	6202	6452
18	Q	4481	4629	4777	4925	5168	5407	5653	5883	6118	6485	6743
18	S	4555	4706	4856	5006	5250	5491	5738	5969	6206	6566	6830
19	B	4522	4671	4820	4968	5221	5468	5720	5964	6212	6590	6853
19	J	4522	4671	4820	4968	5221	5468	5720	5964	6212	6590	6853
19	Q	4726	4882	5037	5193	5459	5711	5983	6232	6494	6885	7161
19	S	4805	4963	5122	5281	5545	5799	6068	6319	6579	6970	7248
20	B	4777	4934	5092	5249	5515	5770	6046	6309	6570	6969	7247
20	Q	4992	5156	5321	5486	5762	6034	6321	6592	6866	7286	7577
20	S	5071	5239	5406	5573	5848	6118	6404	6676	6951	7367	7662
21	B	5045	5211	5377	5544	5829	6111	6395	6686	6966	7400	7695
21	U	5045	5211	5377	5544	5829	6111	6395	6686	6966	7400	7695

21	Q	5272	5446	5620	5794	6092	6385	6683	6989	7282	7734	8043
21	S	5350	5526	5703	5879	6175	6468	6771	7074	7364	7819	8130
22	B	5334	5509	5685	5861	6167	6466	6773	7086	7381	7841	8155
22	Q	5572	5756	5939	6123	6444	6761	7077	7404	7716	8194	8519
22	S	5653	5840	6025	6212	6525	6845	7161	7491	7804	8279	8611
23	B	5657	5844	6030	6217	6546	6882	7208	7539	7866	8364	8699
23	Q	5915	6111	6306	6500	6843	7193	7531	7882	8223	8737	9086
23	S	5991	6189	6386	6584	6926	7278	7617	7965	8308	8824	9174
24	B	6021	6220	6418	6617	6968	7335	7684	8041	8402	8930	9286
24	J	6021	6220	6418	6617	6968	7335	7684	8041	8402	8930	9286
24	Q	6293	6500	6709	6916	7285	7663	8033	8399	8780	9332	9706
24	S	6372	6582	6792	7002	7366	7746	8115	8487	8867	9416	9792
25	B	6419	6630	6842	7053	7437	7831	8221	8611	9004	9581	9964
25	J	6419	6630	6842	7053	7437	7831	8221	8611	9004	9581	9964
25	Q	6704	6926	7146	7367	7772	8178	8594	9003	9410	10012	10414
25	S	6783	7007	7231	7454	7857	8265	8675	9084	9491	10097	10504
26	B	6847	7073	7299	7525	7938	8360	8781	9191	9604	10223	10631
26	U	6847	7073	7299	7525	7938	8360	8781	9191	9604	10223	10631
26	Q	7179	7415	7652	7889	8316	8756	9198	9629	10058	10710	11138
26	S	7245	7484	7722	7961	8395	8841	9287	9720	10156	10816	11248
27	B	7310	7551	7793	8034	8472	8918	9369	9809	10250	10911	11349
27	J	7310	7551	7793	8034	8472	8918	9369	9809	10250	10911	11349
27	U	7310	7551	7793	8034	8472	8918	9369	9809	10250	10911	11349
27	Q	7641	7893	8145	8397	8854	9320	9796	10254	10714	11406	11863
28	B	7670	7923	8176	8429	8885	9357	9832	10293	10754	11450	11910
29	U	8050	8315	8580	8845	9326	9820	10317	10801	11285	12016	12495

Effective July 1, 2014

Bargaining Unit: RC-062

Pay Grade	Pay Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
						S T E P S						
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 37 Ill. Reg. 16925, effective October 8, 2013)

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	07190	RC-063	22

Reviewer			
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
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 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 Human Services and Veterans' Affairs and 8T	37015	RC-063	24
Public Service Administrator, Options 8H, 8I Department of Natural Resources and 9G	37015	RC-063	22
Rehabilitation/Mobility Instructor	38163	RC-063	19
Rehabilitation/Mobility Instructor Trainee	38167	RC-063	15
School Psychologist	39200	RC-063	19

Senior Public Service Administrator, Options 3, 4 Departments of Public Health, Human Services and Commerce and Economic Opportunity and Environmental Protection Agency, 8E and 8H	40070	RC-063	26
Senior Public Service Administrator, Option 8P	40070	RC-063	27
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

NOTE: 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 Options 3, 8E, 8H and 8P. See the definition of option in Section 310.50.

Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
14	B	3852	3997	4153	4336	4493	4664	4937	5134
14	Q	4016	4168	4339	4526	4696	4876	5159	5364
14	S	4090	4250	4416	4607	4779	4959	5241	5448
15	B	4005	4182	4354	4524	4708	4884	5178	5383
15	Q	4179	4362	4543	4727	4923	5104	5408	5626
15	S	4256	4443	4624	4810	5006	5186	5493	5712
16	B	4192	4379	4574	4762	4962	5160	5465	5683
16	Q	4374	4574	4781	4980	5185	5392	5713	5944
16	S	4458	4655	4864	5065	5268	5477	5793	6024
17	B	4392	4594	4805	5010	5213	5424	5747	5976
17	Q	4582	4802	5024	5232	5445	5669	6005	6248
17	S	4665	4887	5108	5319	5529	5750	6093	6335
18	B	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4828	5067	5301	5542	5768	5998	6358	6611
18	S	4908	5147	5383	5625	5852	6084	6437	6696
19	B	4871	5119	5361	5608	5847	6090	6461	6719
19	Q	5091	5352	5599	5866	6110	6367	6750	7021
19	S	5177	5436	5685	5949	6195	6450	6833	7106
20	B	5146	5407	5657	5927	6185	6441	6832	7105
20	Q	5378	5649	5916	6197	6463	6731	7143	7428
20	S	5464	5733	5998	6278	6545	6815	7223	7512
21	B	5435	5715	5991	6270	6555	6829	7255	7544
21	Q	5680	5973	6260	6552	6852	7139	7582	7885
21	S	5764	6054	6341	6638	6935	7220	7666	7971

22	B	5746	6046	6339	6640	6947	7236	7687	7995
22	Q	6003	6318	6628	6938	7259	7565	8033	8352
22	S	6090	6397	6711	7021	7344	7651	8117	8442
23	B	6095	6418	6747	7067	7391	7712	8200	8528
23	Q	6373	6709	7052	7383	7727	8062	8566	8908
23	S	6455	6790	7135	7468	7809	8145	8651	8994
24	B	6487	6831	7191	7533	7883	8237	8755	9104
24	Q	6780	7142	7513	7875	8234	8608	9149	9516
24	S	6865	7222	7594	7956	8321	8693	9231	9600
25	B	6915	7291	7677	8060	8442	8827	9393	9769
25	Q	7223	7620	8018	8425	8826	9225	9816	10210
25	S	7308	7703	8103	8505	8906	9305	9899	10298
26	B	7377	7782	8196	8609	9011	9416	10023	10423
26	Q	7734	8153	8584	9018	9440	9861	10500	10920
26	S	7805	8230	8668	9105	9529	9957	10604	11027
27	B	7876	8306	8743	9185	9617	10049	10697	11126
27	Q	8232	8680	9137	9604	10053	10504	11182	11630
28	B	8264	8711	9174	9639	10091	10543	11225	11676
29	B	8672	9143	9627	10115	10589	11064	11780	12250

Effective May 20, 2013
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
14	B	3505	3621	3736	3852	3997	4153	4336	4493	4664	4937	5134
14	Q	3655	3775	3896	4016	4168	4339	4526	4696	4876	5159	5364
14	S	3722	3845	3967	4090	4250	4416	4607	4779	4959	5241	5448
15	B	3645	3765	3885	4005	4182	4354	4524	4708	4884	5178	5383
15	Q	3803	3928	4054	4179	4362	4543	4727	4923	5104	5408	5626

15	S	3873	4001	4128	4256	4443	4624	4810	5006	5186	5493	5712
16	B	3815	3940	4066	4192	4379	4574	4762	4962	5160	5465	5683
16	Q	3980	4112	4243	4374	4574	4781	4980	5185	5392	5713	5944
16	S	4057	4191	4324	4458	4655	4864	5065	5268	5477	5793	6024
17	B	3997	4128	4260	4392	4594	4805	5010	5213	5424	5747	5976
17	Q	4170	4307	4445	4582	4802	5024	5232	5445	5669	6005	6248
17	S	4245	4385	4525	4665	4887	5108	5319	5529	5750	6093	6335
18	B	4207	4346	4484	4623	4845	5070	5302	5517	5739	6080	6325
18	Q	4393	4538	4683	4828	5067	5301	5542	5768	5998	6358	6611
18	S	4466	4614	4761	4908	5147	5383	5625	5852	6084	6437	6696
19	B	4433	4579	4725	4871	5119	5361	5608	5847	6090	6461	6719
19	Q	4633	4786	4938	5091	5352	5599	5866	6110	6367	6750	7021
19	S	4711	4866	5022	5177	5436	5685	5949	6195	6450	6833	7106
20	B	4683	4837	4992	5146	5407	5657	5927	6185	6441	6832	7105
20	Q	4894	5055	5217	5378	5649	5916	6197	6463	6731	7143	7428
20	S	4972	5136	5300	5464	5733	5998	6278	6545	6815	7223	7512
21	B	4946	5109	5272	5435	5715	5991	6270	6555	6829	7255	7544
21	Q	5169	5339	5510	5680	5973	6260	6552	6852	7139	7582	7885
21	S	5245	5418	5591	5764	6054	6341	6638	6935	7220	7666	7971
22	B	5229	5401	5574	5746	6046	6339	6640	6947	7236	7687	7995
22	Q	5463	5643	5823	6003	6318	6628	6938	7259	7565	8033	8352
22	S	5542	5725	5907	6090	6397	6711	7021	7344	7651	8117	8442
23	B	5546	5729	5912	6095	6418	6747	7067	7391	7712	8200	8528
23	Q	5799	5991	6182	6373	6709	7052	7383	7727	8062	8566	8908
23	S	5874	6068	6261	6455	6790	7135	7468	7809	8145	8651	8994
24	B	5903	6098	6292	6487	6831	7191	7533	7883	8237	8755	9104
24	Q	6170	6373	6577	6780	7142	7513	7875	8234	8608	9149	9516
24	S	6247	6453	6659	6865	7222	7594	7956	8321	8693	9231	9600

25	B	6293	6500	6708	6915	7291	7677	8060	8442	8827	9393	9769
25	Q	6573	6790	7006	7223	7620	8018	8425	8826	9225	9816	10210
25	S	6650	6870	7089	7308	7703	8103	8505	8906	9305	9899	10298
26	B	6713	6934	7156	7377	7782	8196	8609	9011	9416	10023	10423
26	Q	7038	7270	7502	7734	8153	8584	9018	9440	9861	10500	10920
26	S	7103	7337	7571	7805	8230	8668	9105	9529	9957	10604	11027
27	B	7167	7403	7640	7876	8306	8743	9185	9617	10049	10697	11126
27	Q	7491	7738	7985	8232	8680	9137	9604	10053	10504	11182	11630
28	B	7520	7768	8016	8264	8711	9174	9639	10091	10543	11225	11676
29	B	7892	8152	8412	8672	9143	9627	10115	10589	11064	11780	12250

Effective July 1, 2013
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
14	B	3575	3693	3811	3929	4077	4236	4423	4583	4757	5036	5237
14	Q	3728	3851	3974	4096	4251	4426	4617	4790	4974	5262	5471
14	S	3796	3922	4046	4172	4335	4504	4699	4875	5058	5346	5557
15	B	3718	3840	3963	4085	4266	4441	4614	4802	4982	5282	5491
15	Q	3879	4007	4135	4263	4449	4634	4822	5021	5206	5516	5739
15	S	3950	4081	4211	4341	4532	4716	4906	5106	5290	5603	5826
16	B	3891	4019	4147	4276	4467	4665	4857	5061	5263	5574	5797
16	Q	4060	4194	4328	4461	4665	4877	5080	5289	5500	5827	6063
16	S	4138	4275	4410	4547	4748	4961	5166	5373	5587	5909	6144
17	B	4077	4211	4345	4480	4686	4901	5110	5317	5532	5862	6096
17	Q	4253	4393	4534	4674	4898	5124	5337	5554	5782	6125	6373
17	S	4330	4473	4616	4758	4985	5210	5425	5640	5865	6215	6462
18	B	4291	4433	4574	4715	4942	5171	5408	5627	5854	6202	6452
18	Q	4481	4629	4777	4925	5168	5407	5653	5883	6118	6485	6743

18	S	4555	4706	4856	5006	5250	5491	5738	5969	6206	6566	6830
19	B	4522	4671	4820	4968	5221	5468	5720	5964	6212	6590	6853
19	Q	4726	4882	5037	5193	5459	5711	5983	6232	6494	6885	7161
19	S	4805	4963	5122	5281	5545	5799	6068	6319	6579	6970	7248
20	B	4777	4934	5092	5249	5515	5770	6046	6309	6570	6969	7247
20	Q	4992	5156	5321	5486	5762	6034	6321	6592	6866	7286	7577
20	S	5071	5239	5406	5573	5848	6118	6404	6676	6951	7367	7662
21	B	5045	5211	5377	5544	5829	6111	6395	6686	6966	7400	7695
21	Q	5272	5446	5620	5794	6092	6385	6683	6989	7282	7734	8043
21	S	5350	5526	5703	5879	6175	6468	6771	7074	7364	7819	8130
22	B	5334	5509	5685	5861	6167	6466	6773	7086	7381	7841	8155
22	Q	5572	5756	5939	6123	6444	6761	7077	7404	7716	8194	8519
22	S	5653	5840	6025	6212	6525	6845	7161	7491	7804	8279	8611
23	B	5657	5844	6030	6217	6546	6882	7208	7539	7866	8364	8699
23	Q	5915	6111	6306	6500	6843	7193	7531	7882	8223	8737	9086
23	S	5991	6189	6386	6584	6926	7278	7617	7965	8308	8824	9174
24	B	6021	6220	6418	6617	6968	7335	7684	8041	8402	8930	9286
24	Q	6293	6500	6709	6916	7285	7663	8033	8399	8780	9332	9706
24	S	6372	6582	6792	7002	7366	7746	8115	8487	8867	9416	9792
25	B	6419	6630	6842	7053	7437	7831	8221	8611	9004	9581	9964
25	Q	6704	6926	7146	7367	7772	8178	8594	9003	9410	10012	10414
25	S	6783	7007	7231	7454	7857	8265	8675	9084	9491	10097	10504
26	B	6847	7073	7299	7525	7938	8360	8781	9191	9604	10223	10631
26	Q	7179	7415	7652	7889	8316	8756	9198	9629	10058	10710	11138
26	S	7245	7484	7722	7961	8395	8841	9287	9720	10156	10816	11248
27	B	7310	7551	7793	8034	8472	8918	9369	9809	10250	10911	11349
27	Q	7641	7893	8145	8397	8854	9320	9796	10254	10714	11406	11863

28	B	7670	7923	8176	8429	8885	9357	9832	10293	10754	11450	11910
29	B	8050	8315	8580	8845	9326	9820	10317	10801	11285	12016	12495

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 by peremptory rulemaking at 37 Ill. Reg. 11521, effective July 3, 2013)

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

NOTE: Effective July 1, 2013, the Step 8 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (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, 2013. For those employees who attain fifteen (15) 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, 2013, the Step 8 rate shall be increased by $25.00 per month to $100.00 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, 2012

12-Month Lane	Educational Level	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
1	BA	E	4487	4698	4903	5128	5392	5643	6122	6367
1	BA	L	4553	4763	4976	5207	5473	5726	6212	6460
1	BA	P	4633	4850	5056	5286	5554	5812	6294	6545
2	BA + 8 Hours	E	4606	4820	5036	5301	5573	5836	6329	6584
2	BA + 8 Hours	L	4677	4890	5109	5376	5652	5922	6424	6679
2	BA + 8 Hours	P	4759	4975	5192	5461	5736	6005	6503	6763
3	BA + 16 Hours	E	4716	4942	5194	5469	5732	6023	6533	6793
3	BA + 16 Hours	L	4785	5014	5269	5549	5817	6111	6628	6893
3	BA + 16 Hours	P	4867	5096	5353	5632	5900	6197	6711	6980
4	BA + 24 Hours	E	4824	5066	5351	5633	5923	6209	6747	7017
4	BA + 24 Hours	L	4895	5141	5429	5716	6012	6300	6843	7120
4	BA + 24 Hours	P	4980	5222	5512	5796	6097	6383	6932	7208
5	MA	E	4948	5210	5508	5801	6107	6391	6949	7228
5	MA	L	5019	5286	5587	5885	6195	6492	7052	7336

5	MA	P	5104	5368	5669	5966	6277	6574	7135	7421
6	MA + 16 Hours	E	5037	5333	5626	5922	6228	6520	7090	7373
6	MA + 16 Hours	L	5111	5408	5708	6007	6324	6615	7195	7481
6	MA + 16 Hours	P	5193	5493	5790	6096	6405	6702	7273	7565
7	MA + 32 Hours	E	5192	5483	5786	6087	6388	6686	7261	7551
7	MA + 32 Hours	L	5268	5565	5870	6178	6487	6784	7364	7660
7	MA + 32 Hours	P	5352	5647	5955	6260	6572	6867	7450	7748

Effective May 20, 2013

12-Month Lane	Educational Level	Pay Plan Code	STEPS										
			1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	E	4083	4218	4352	4487	4698	4903	5128	5392	5643	6122	6367
1	BA	L	4143	4280	4416	4553	4763	4976	5207	5473	5726	6212	6460
1	BA	P	4216	4355	4494	4633	4850	5056	5286	5554	5812	6294	6545
2	BA + 8 Hours	E	4191	4330	4468	4606	4820	5036	5301	5573	5836	6329	6584
2	BA + 8 Hours	L	4256	4396	4537	4677	4890	5109	5376	5652	5922	6424	6679
2	BA + 8 Hours	P	4331	4473	4616	4759	4975	5192	5461	5736	6005	6503	6763
3	BA + 16 Hours	E	4292	4433	4575	4716	4942	5194	5469	5732	6023	6533	6793
3	BA + 16 Hours	L	4354	4498	4641	4785	5014	5269	5549	5817	6111	6628	6893
3	BA + 16 Hours	P	4429	4575	4721	4867	5096	5353	5632	5900	6197	6711	6980
4	BA + 24 Hours	E	4390	4535	4679	4824	5066	5351	5633	5923	6209	6747	7017
4	BA + 24 Hours	L	4454	4601	4748	4895	5141	5429	5716	6012	6300	6843	7120
4	BA + 24 Hours	P	4532	4681	4831	4980	5222	5512	5796	6097	6383	6932	7208
5	MA	E	4503	4651	4800	4948	5210	5508	5801	6107	6391	6949	7228
5	MA	L	4567	4718	4868	5019	5286	5587	5885	6195	6492	7052	7336
5	MA	P	4645	4798	4951	5104	5368	5669	5966	6277	6574	7135	7421
6	MA + 16 Hours	E	4584	4735	4886	5037	5333	5626	5922	6228	6520	7090	7373
6	MA + 16 Hours	L	4651	4804	4958	5111	5408	5708	6007	6324	6615	7195	7481
6	MA + 16 Hours	P	4726	4881	5037	5193	5493	5790	6096	6405	6702	7273	7565
7	MA + 32 Hours	E	4725	4880	5036	5192	5483	5786	6087	6388	6686	7261	7551
7	MA + 32 Hours	L	4794	4952	5110	5268	5565	5870	6178	6487	6784	7364	7660
7	MA + 32 Hours	P	4870	5031	5191	5352	5647	5955	6260	6572	6867	7450	7748

Effective July 1, 2013

12-Month	Educational Level	Pay Plan	STEPS

Lane		Code	1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	E	4165	4302	4439	4577	4792	5001	5231	5500	5756	6244	6494
1	BA	L	4226	4366	4504	4644	4858	5076	5311	5582	5841	6336	6589
1	BA	P	4300	4442	4584	4726	4947	5157	5392	5665	5928	6420	6676
2	BA + 8 Hours	E	4275	4417	4557	4698	4916	5137	5407	5684	5953	6456	6716
2	BA + 8 Hours	L	4341	4484	4628	4771	4988	5211	5484	5765	6040	6552	6813
2	BA + 8 Hours	P	4418	4562	4708	4854	5075	5296	5570	5851	6125	6633	6898
3	BA + 16 Hours	E	4378	4522	4667	4810	5041	5298	5578	5847	6143	6664	6929
3	BA + 16 Hours	L	4441	4588	4734	4881	5114	5374	5660	5933	6233	6761	7031
3	BA + 16 Hours	P	4518	4667	4815	4964	5198	5460	5745	6018	6321	6845	7120
4	BA + 24 Hours	E	4478	4626	4773	4920	5167	5458	5746	6041	6333	6882	7157
4	BA + 24 Hours	L	4543	4693	4843	4993	5244	5538	5830	6132	6426	6980	7262
4	BA + 24 Hours	P	4623	4775	4928	5080	5326	5622	5912	6219	6511	7071	7352
5	MA	E	4593	4744	4896	5047	5314	5618	5917	6229	6519	7088	7373
5	MA	L	4658	4812	4965	5119	5392	5699	6003	6319	6622	7193	7483
5	MA	P	4738	4894	5050	5206	5475	5782	6085	6403	6705	7278	7569
6	MA + 16 Hours	E	4676	4830	4984	5138	5440	5739	6040	6353	6650	7232	7520
6	MA + 16 Hours	L	4744	4900	5057	5213	5516	5822	6127	6450	6747	7339	7631
6	MA + 16 Hours	P	4821	4979	5138	5297	5603	5906	6218	6533	6836	7418	7716
7	MA + 32 Hours	E	4820	4978	5137	5296	5593	5902	6209	6516	6820	7406	7702
7	MA + 32 Hours	L	4890	5051	5212	5373	5676	5987	6302	6617	6920	7511	7813
7	MA + 32 Hours	P	4967	5132	5295	5459	5760	6074	6385	6703	7004	7599	7903

Effective July 1, 2014

12-Month Lane	Educational Level	Pay Plan Code	STEPS										
			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, 2012

9-Month Lane	Educational Level	Pay Plan Code	STEPS 1	2	3	4	5	6	7	8
1	BA	M	3313	3495	3686	3868	4067	4256	4670	4855
1	BA	O	3313	3495	3686	3868	4067	4256	4670	4855
2	BA + 8 Hours	M	3417	3601	3798	3994	4201	4401	4822	5015
2	BA + 8 Hours	O	3417	3601	3798	3994	4201	4401	4822	5015
3	BA + 16 Hours	M	3505	3711	3919	4124	4321	4538	4979	5178
3	BA + 16 Hours	O	3505	3711	3919	4124	4321	4538	4979	5178
4	BA + 24 Hours	M	3603	3821	4035	4248	4470	4682	5139	5347
4	BA + 24 Hours	O	3603	3821	4035	4248	4470	4682	5139	5347
5	MA	M	3714	3931	4150	4374	4601	4820	5289	5502
5	MA	O	3714	3931	4150	4374	4601	4820	5289	5502
6	MA + 16 Hours	M	3802	4022	4243	4468	4698	4912	5391	5605
6	MA + 16 Hours	O	3802	4022	4243	4468	4698	4912	5391	5605
7	MA + 32 Hours	M	3917	4137	4361	4588	4817	5038	5522	5744
7	MA + 32 Hours	O	3917	4137	4361	4588	4817	5038	5522	5744

Effective May 20, 2013

9-Month Lane	Educational Level	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	M	3015	3114	3214	3313	3495	3686	3868	4067	4256	4670	4855
1	BA	O	3015	3114	3214	3313	3495	3686	3868	4067	4256	4670	4855
2	BA + 8 Hours	M	3109	3212	3314	3417	3601	3798	3994	4201	4401	4822	5015

2	BA + 8 Hours	O	3109	3212	3314	3417	3601	3798	3994	4201	4401	4822	5015
3	BA + 16 Hours	M	3190	3295	3400	3505	3711	3919	4124	4321	4538	4979	5178
3	BA + 16 Hours	O	3190	3295	3400	3505	3711	3919	4124	4321	4538	4979	5178
4	BA + 24 Hours	M	3279	3387	3495	3603	3821	4035	4248	4470	4682	5139	5347
4	BA + 24 Hours	O	3279	3387	3495	3603	3821	4035	4248	4470	4682	5139	5347
5	MA	M	3380	3491	3603	3714	3931	4150	4374	4601	4820	5289	5502
5	MA	O	3380	3491	3603	3714	3931	4150	4374	4601	4820	5289	5502
6	MA + 16 Hours	M	3460	3574	3688	3802	4022	4243	4468	4698	4912	5391	5605
6	MA + 16 Hours	O	3460	3574	3688	3802	4022	4243	4468	4698	4912	5391	5605
7	MA + 32 Hours	M	3564	3682	3799	3917	4137	4361	4588	4817	5038	5522	5744
7	MA + 32 Hours	O	3564	3682	3799	3917	4137	4361	4588	4817	5038	5522	5744

Effective July 1, 2013

9-Month Lane	Educational Level	Pay Plan Code	STEPS										
			1c	1b	1a	1	2	3	4	5	6	7	8
1	BA	M	3075	3176	3278	3379	3565	3760	3945	4148	4341	4763	4952
1	BA	O	3075	3176	3278	3379	3565	3760	3945	4148	4341	4763	4952
2	BA + 8 Hours	M	3171	3276	3380	3485	3673	3874	4074	4285	4489	4918	5115
2	BA + 8 Hours	O	3171	3276	3380	3485	3673	3874	4074	4285	4489	4918	5115
3	BA + 16 Hours	M	3254	3361	3468	3575	3785	3997	4206	4407	4629	5079	5282
3	BA + 16 Hours	O	3254	3361	3468	3575	3785	3997	4206	4407	4629	5079	5282
4	BA + 24 Hours	M	3345	3455	3565	3675	3897	4116	4333	4559	4776	5242	5454
4	BA + 24 Hours	O	3345	3455	3565	3675	3897	4116	4333	4559	4776	5242	5454
5	MA	M	3448	3561	3675	3788	4010	4233	4461	4693	4916	5395	5612
5	MA	O	3448	3561	3675	3788	4010	4233	4461	4693	4916	5395	5612
6	MA + 16 Hours	M	3529	3645	3762	3878	4102	4328	4557	4792	5010	5499	5717
6	MA + 16 Hours	O	3529	3645	3762	3878	4102	4328	4557	4792	5010	5499	5717
7	MA + 32 Hours	M	3635	3756	3875	3995	4220	4448	4680	4913	5139	5632	5859
7	MA + 32 Hours	O	3635	3756	3875	3995	4220	4448	4680	4913	5139	5632	5859

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 August 11, 2011

12-Month Lane	Educational Level	Pay Plan Code	Rate
1	BA	E	3981
1	BA	L	4040
1	BA	P	4113
2	BA + 8 Hours	E	3981
2	BA + 8 Hours	L	4040
2	BA + 8 Hours	P	4113
3	BA + 16 Hours	E	4087
3	BA + 16 Hours	L	4125
3	BA + 16 Hours	P	4219
4	BA + 24 Hours	E	4180
4	BA + 24 Hours	L	4239
4	BA + 24 Hours	P	4314
5	MA	E	4274
5	MA	L	4338
5	MA	P	4413
6	MA + 16 Hours	E	4384
6	MA + 16 Hours	L	4447
6	MA + 16 Hours	P	4526
7	MA + 32 Hours	E	4463
7	MA + 32 Hours	L	4530

7	MA + 32 Hours	P	4604

Effective January 1, 2012

12-Month Lane	Educational Level	Pay Plan Code	Rate
1	BA	E	4031
1	BA	L	4091
1	BA	P	4164
2	BA + 8 Hours	E	4031
2	BA + 8 Hours	L	4091
2	BA + 8 Hours	P	4164
3	BA + 16 Hours	E	4138
3	BA + 16 Hours	L	4197
3	BA + 16 Hours	P	4272
4	BA + 24 Hours	E	4232
4	BA + 24 Hours	L	4292
4	BA + 24 Hours	P	4368
5	MA	E	4327
5	MA	L	4392
5	MA	P	4468
6	MA + 16 Hours	E	4439
6	MA + 16 Hours	L	4503
6	MA + 16 Hours	P	4583
7	MA + 32 Hours	E	4519
7	MA + 32 Hours	L	4587
7	MA + 32 Hours	P	4662

Effective February 1, 2012

12-Month Lane	Educational Level	Pay Plan Code	Rate
1	BA	E	4112
1	BA	L	4173
1	BA	P	4247
2	BA + 8 Hours	E	4112
2	BA + 8 Hours	L	4173
2	BA + 8 Hours	P	4247
3	BA + 16 Hours	E	4221

3	BA + 16 Hours	L	4281
3	BA + 16 Hours	P	4357
4	BA + 24 Hours	E	4317
4	BA + 24 Hours	L	4378
4	BA + 24 Hours	P	4455
5	MA	E	4414
5	MA	L	4480
5	MA	P	4557
6	MA + 16 Hours	E	4528
6	MA + 16 Hours	L	4593
6	MA + 16 Hours	P	4675
7	MA + 32 Hours	E	4609
7	MA + 32 Hours	L	4679
7	MA + 32 Hours	P	4755

Effective July 1, 2012

12-Month Lane	Educational Level	Pay Plan Code	Rate
1	BA	E	4112
1	BA	L	4173
1	BA	P	4247
2	BA + 8 Hours	E	4112
2	BA + 8 Hours	L	4173
2	BA + 8 Hours	P	4247
3	BA + 16 Hours	E	4221
3	BA + 16 Hours	L	4281
3	BA + 16 Hours	P	4357
4	BA + 24 Hours	E	4317
4	BA + 24 Hours	L	4378
4	BA + 24 Hours	P	4455
5	MA	E	4414
5	MA	L	4480
5	MA	P	4557
6	MA + 16 Hours	E	4528
6	MA + 16 Hours	L	4593
6	MA + 16 Hours	P	4675

7	MA + 32 Hours	E	4609
7	MA + 32 Hours	L	4679
7	MA + 32 Hours	P	4755

Effective May 20, 2013

12-Month Lane	Educational Level	Pay Plan Code	Hired on or after May 20, 2013	Hired before May 20, 2013
1	BA	E	3742	4112
1	BA	L	3797	4173
1	BA	P	3865	4247
2	BA + 8 Hours	E	3742	4112
2	BA + 8 Hours	L	3797	4173
2	BA + 8 Hours	P	3865	4247
3	BA + 16 Hours	E	3841	4221
3	BA + 16 Hours	L	3896	4281
3	BA + 16 Hours	P	3965	4357
4	BA + 24 Hours	E	3928	4317
4	BA + 24 Hours	L	3984	4378
4	BA + 24 Hours	P	4054	4455
5	MA	E	4017	4414
5	MA	L	4077	4480
5	MA	P	4147	4557
6	MA + 16 Hours	E	4120	4528
6	MA + 16 Hours	L	4180	4593
6	MA + 16 Hours	P	4254	4675
7	MA + 32 Hours	E	4194	4609
7	MA + 32 Hours	L	4258	4679
7	MA + 32 Hours	P	4327	4755

Effective July 1, 2013

12-Month Lane	Educational Level	Pay Plan Code	Hired on or after May 20, 2013	Hired before May 20, 2013
1	BA	E	3817	4194
1	BA	L	3873	4256
1	BA	P	3942	4332
2	BA + 8 Hours	E	3817	4194
2	BA + 8 Hours	L	3873	4256

2	BA + 8 Hours	P	3942	4332
3	BA + 16 Hours	E	3918	4305
3	BA + 16 Hours	L	3974	4367
3	BA + 16 Hours	P	4044	4444
4	BA + 24 Hours	E	4007	4403
4	BA + 24 Hours	L	4064	4466
4	BA + 24 Hours	P	4135	4544
5	MA	E	4097	4502
5	MA	L	4159	4570
5	MA	P	4230	4648
6	MA + 16 Hours	E	4202	4619
6	MA + 16 Hours	L	4264	4685
6	MA + 16 Hours	P	4339	4769
7	MA + 32 Hours	E	4278	4701
7	MA + 32 Hours	L	4343	4773
7	MA + 32 Hours	P	4414	4850

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 August 11, 2011

9-Month Lane	Educational Level	Pay Plan Code	Rate
1	BA	M	3024
1	BA	O	3024
2	BA + 8 Hours	M	3119
2	BA + 8 Hours	O	3119
3	BA + 16 Hours	M	3199
3	BA + 16 Hours	O	3199
4	BA + 24 Hours	M	3288
4	BA + 24 Hours	O	3288
5	MA	M	3389
5	MA	O	3389
6	MA + 16 Hours	M	3470
6	MA + 16 Hours	O	3470
7	MA + 32 Hours	M	3576
7	MA + 32 Hours	O	3576

Effective January 1, 2012

9-Month Lane	Educational Level	Pay Plan Code	Rate
1	BA	M	3062
1	BA	O	3062
2	BA + 8 Hours	M	3158
2	BA + 8 Hours	O	3158
3	BA + 16 Hours	M	3239
3	BA + 16 Hours	O	3239
4	BA + 24 Hours	M	3329
4	BA + 24 Hours	O	3329
5	MA	M	3431
5	MA	O	3431
6	MA + 16 Hours	M	3513

6	MA + 16 Hours	O	3513
7	MA + 32 Hours	M	3621
7	MA + 32 Hours	O	3621

Effective February 1, 2012

9-Month Lane	Educational Level	Pay Plan Code	Rate
1	BA	M	3123
1	BA	O	3123
2	BA + 8 Hours	M	3221
2	BA + 8 Hours	O	3221
3	BA + 16 Hours	M	3304
3	BA + 16 Hours	O	3304
4	BA + 24 Hours	M	3396
4	BA + 24 Hours	O	3396
5	MA	M	3500
5	MA	O	3500
6	MA + 16 Hours	M	3583
6	MA + 16 Hours	O	3583
7	MA + 32 Hours	M	3693
7	MA + 32 Hours	O	3693

Effective July 1, 2012

9-Month Lane	Educational Level	Pay Plan Code	Rate
1	BA	M	3123
1	BA	O	3123
2	BA + 8 Hours	M	3221
2	BA + 8 Hours	O	3221
3	BA + 16 Hours	M	3304
3	BA + 16 Hours	O	3304
4	BA + 24 Hours	M	3396
4	BA + 24 Hours	O	3396
5	MA	M	3500
5	MA	O	3500
6	MA + 16 Hours	M	3583
6	MA + 16 Hours	O	3583

7	MA + 32 Hours	M	3693
7	MA + 32 Hours	O	3693

Effective May 20, 2013

9-Month Lane	Educational Level	Pay Plan Code	Hired on or after May 20, 2013	Hired before May 20, 2013
1	BA	M	2842	3123
1	BA	O	2842	3123
2	BA + 8 Hours	M	2931	3221
2	BA + 8 Hours	O	2931	3221
3	BA + 16 Hours	M	3007	3304
3	BA + 16 Hours	O	3007	3304
4	BA + 24 Hours	M	3090	3396
4	BA + 24 Hours	O	3090	3396
5	MA	M	3185	3500
5	MA	O	3185	3500
6	MA + 16 Hours	M	3261	3583
6	MA + 16 Hours	O	3261	3583
7	MA + 32 Hours	M	3361	3693
7	MA + 32 Hours	O	3361	3693

Effective July 1, 2013

9-Month Lane	Educational Level	Pay Plan Code	Hired on or after May 20, 2013	Hired before May 20, 2013
1	BA	M	2899	3185
1	BA	O	2899	3185
2	BA + 8 Hours	M	2990	3285
2	BA + 8 Hours	O	2990	3285
3	BA + 16 Hours	M	3067	3370
3	BA + 16 Hours	O	3067	3370
4	BA + 24 Hours	M	3152	3464
4	BA + 24 Hours	O	3152	3464
5	MA	M	3249	3570
5	MA	O	3249	3570
6	MA + 16 Hours	M	3326	3655
6	MA + 16 Hours	O	3326	3655
7	MA + 32 Hours	M	3428	3767
7	MA + 32 Hours	O	3428	3767

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

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

NOTE: Effective July 1, 2013, the Step 6 rate shall be increased by $25.00 per month to $75.00 a month for those employees who attain ten (10) years of continuous service and have three (3) 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 fifteen (15) years of continuous service and have three (3) 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 $25.00 per month to $100.00 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, 2012
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	STEPS 1	2	3	4	5	6
MD	B	9983	10557	11135	11710	12292	12862
MD	Q	10435	11033	11637	12239	12844	13442
MD	S	10516	11116	11723	12324	12927	13528
MD-A	B	10557	11210	11864	12517	13168	13819
MD-A	Q	11033	11718	12397	13085	13765	14446
MD-A	S	11116	11798	12482	13167	13850	14529
MD-B	B	11515	12204	12900	13588	14284	14976
MD-B	Q	12039	12756	13484	14205	14927	15651
MD-B	S	12120	12842	13568	14287	15010	15735
MD-C	B	12862	13627	14401	15165	15933	16700
MD-C	Q	13442	14245	15051	15849	16653	17453
MD-C	S	13528	14328	15132	15934	16734	17539
MD-D	B	14401	15165	15933	16700	17466	18235
MD-D	Q	15051	15849	16653	17453	18260	19060
MD-D	S	15132	15934	16734	17539	18340	19141
MD-E	B	15264	16076	16891	17704	18521	19330
MD-E	Q	15953	16802	17655	18503	19355	20203
MD-E	S	16040	16883	17735	18585	19439	20288

Effective May 20, 2013

Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6
MD	B	9085	9384	9684	9983	10557	11135	11710	12292	12862
MD	Q	9496	9809	10122	10435	11033	11637	12239	12844	13442
MD	S	9570	9885	10201	10516	11116	11723	12324	12927	13528
MD-A	B	9607	9924	10240	10557	11210	11864	12517	13168	13819
MD-A	Q	10040	10371	10702	11033	11718	12397	13085	13765	14446
MD-A	S	10116	10449	10783	11116	11798	12482	13167	13850	14529
MD-B	B	10479	10824	11170	11515	12204	12900	13588	14284	14976
MD-B	Q	10955	11317	11678	12039	12756	13484	14205	14927	15651
MD-B	S	11029	11393	11756	12120	12842	13568	14287	15010	15735
MD-C	B	11704	12090	12476	12862	13627	14401	15165	15933	16700
MD-C	Q	12232	12635	13039	13442	14245	15051	15849	16653	17453
MD-C	S	12310	12716	13122	13528	14328	15132	15934	16734	17539
MD-D	B	13105	13537	13969	14401	15165	15933	16700	17466	18235
MD-D	Q	13696	14148	14599	15051	15849	16653	17453	18260	19060
MD-D	S	13770	14224	14678	15132	15934	16734	17539	18340	19141
MD-E	B	13890	14348	14806	15264	16076	16891	17704	18521	19330
MD-E	Q	14517	14996	15474	15953	16802	17655	18503	19355	20203
MD-E	S	14596	15078	15559	16040	16883	17735	18585	19439	20288

Effective July 1, 2013

Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6
MD	B	9267	9572	9878	10183	10768	11358	11944	12538	13119

MD	Q	9686	10005	10324	10644	11254	11870	12484	13101	13711
MD	S	9761	10083	10405	10726	11338	11957	12570	13186	13799
MD-A	B	9799	10122	10445	10768	11434	12101	12767	13431	14095
MD-A	Q	10241	10578	10916	11254	11952	12645	13347	14040	14735
MD-A	S	10318	10658	10999	11338	12034	12732	13430	14127	14820
MD-B	B	10689	11040	11393	11745	12448	13158	13860	14570	15276
MD-B	Q	11174	11543	11912	12280	13011	13754	14489	15226	15964
MD-B	S	11250	11621	11991	12362	13099	13839	14573	15310	16050
MD-C	B	11938	12332	12726	13119	13900	14689	15468	16252	17034
MD-C	Q	12477	12888	13300	13711	14530	15352	16166	16986	17802
MD-C	S	12556	12970	13384	13799	14615	15435	16253	17069	17890
MD-D	B	13367	13808	14248	14689	15468	16252	17034	17815	18600
MD-D	Q	13970	14431	14891	15352	16166	16986	17802	18625	19441
MD-D	S	14045	14508	14972	15435	16253	17069	17890	18707	19524
MD-E	B	14168	14635	15102	15569	16398	17229	18058	18891	19717
MD-E	Q	14807	15296	15783	16272	17138	18008	18873	19742	20607
MD-E	S	14888	15380	15870	16361	17221	18090	18957	19828	20694

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 by peremptory rulemaking at 37 Ill. Reg. 9563, effective June 19, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Title	Title Code	Bargaining Unit	Pay Plan Code	Effective January 1, 2012 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

NOTE: Effective January 1, 2013 bargaining unit employees shall receive a one-time longevity increase based on the following years of service with the Departments of Central Management Services, Natural Resources and Transportation:

Years of Service	Per Month
10-14.9	$90
15-19.9	$95
20+	$100

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

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

Effective July 1, 2011

S T E P S

1c	1b	1a	1	2	3	4	5	6	7	8
5704	5875	6050	6231	6562	6908	7237	7572	7913	8410	8746

Effective January 1, 2012

S T E P S

1c	1b	1a	1	2	3	4	5	6	7	8
5775	5948	6126	6309	6644	6994	7327	7667	8012	8515	8855

(Source: Amended at 35 Ill. Reg. 20144, effective December 6, 2011)

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, 2012
Bargaining Unit: RC-184

Pay Grade	Pay Plan Code	S T E P S 1	2	3	4	5	6	7	8
21	B	5432	5713	5988	6267	6553	6825	7252	7541
22	B	5743	6044	6337	6638	6945	7233	7684	7992
23	B	6091	6415	6744	7063	7389	7710	8196	8525

Effective April 1, 2013

Bargaining Unit: RC-184

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
21	B	4943	5106	5269	5432	5713	5988	6267	6553	6825	7252	7541
22	B	5226	5398	5571	5743	6044	6337	6638	6945	7233	7684	7992
23	B	5543	5726	5908	6091	6415	6744	7063	7389	7710	8196	8525

Effective July 1, 2013
Bargaining Unit: RC-184

Pay Grade	Pay Plan Code	STEPS 1c	1b	1a	1	2	3	4	5	6	7	8
21	B	5042	5208	5374	5541	5827	6108	6392	6684	6962	7397	7692
22	B	5331	5506	5682	5858	6165	6464	6771	7084	7378	7838	8152
23	B	5654	5841	6026	6213	6543	6879	7204	7537	7864	8360	8696

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

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, 2012

	STEPS							
Title	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Internal Security Investigator I	4907	5145	5380	5623	5849	6081	6434	6694
Internal Security Investigator II	5762	6052	6339	6636	6932	7217	7663	7969

Effective July 1, 2013

	STEPS										
Title	**1c**	**1b**	**1a**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Internal Security Investigator I	4555	4705	4855	5005	5248	5488	5735	5966	6203	6563	6828
Internal Security Investigator II	5348	5524	5701	5877	6173	6466	6769	7071	7361	7816	8128

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 by peremptory rulemaking at 37 Ill. Reg. 11521, effective July 3, 2013)

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)

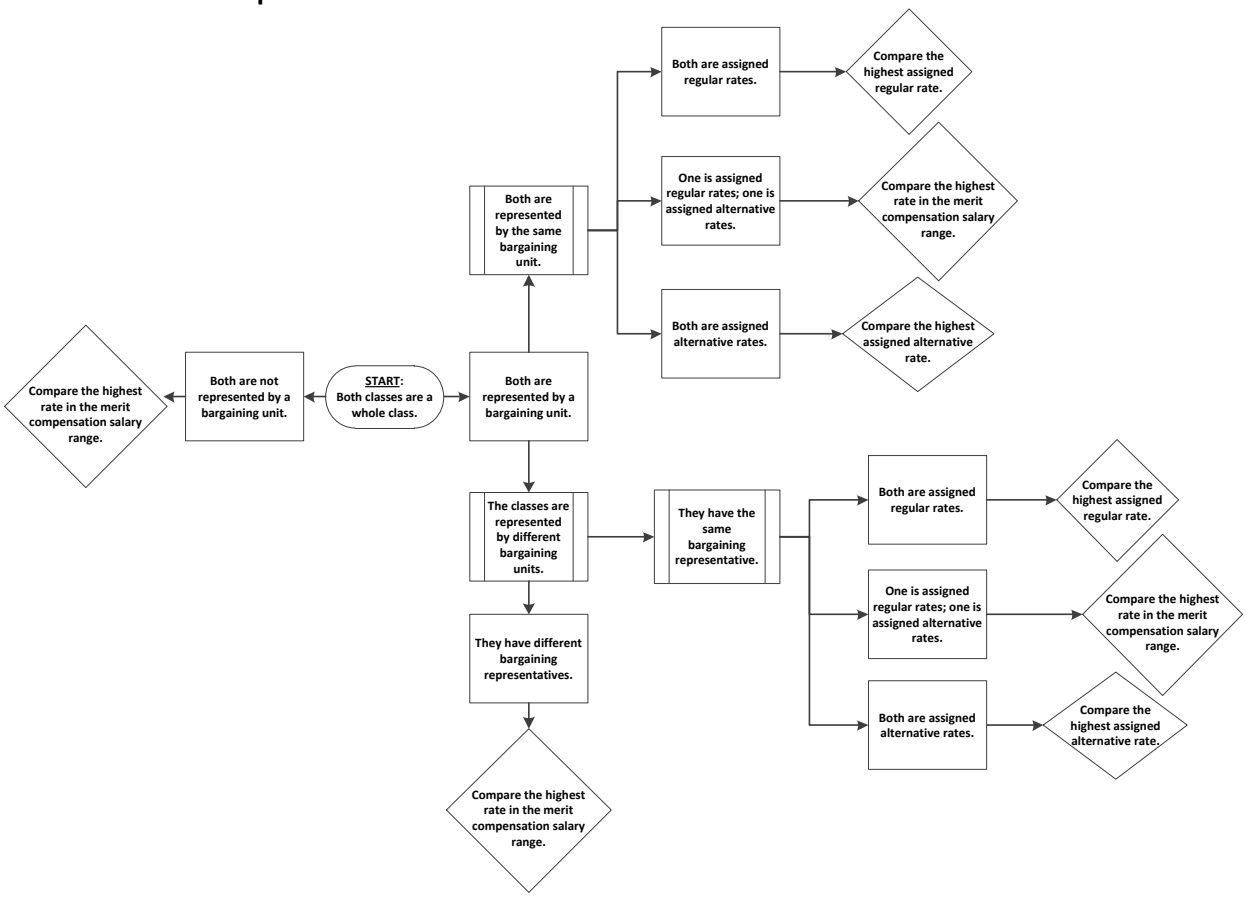
Section 310.TABLE AE Frozen RC-090-Rates-of-Pay (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)

(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.

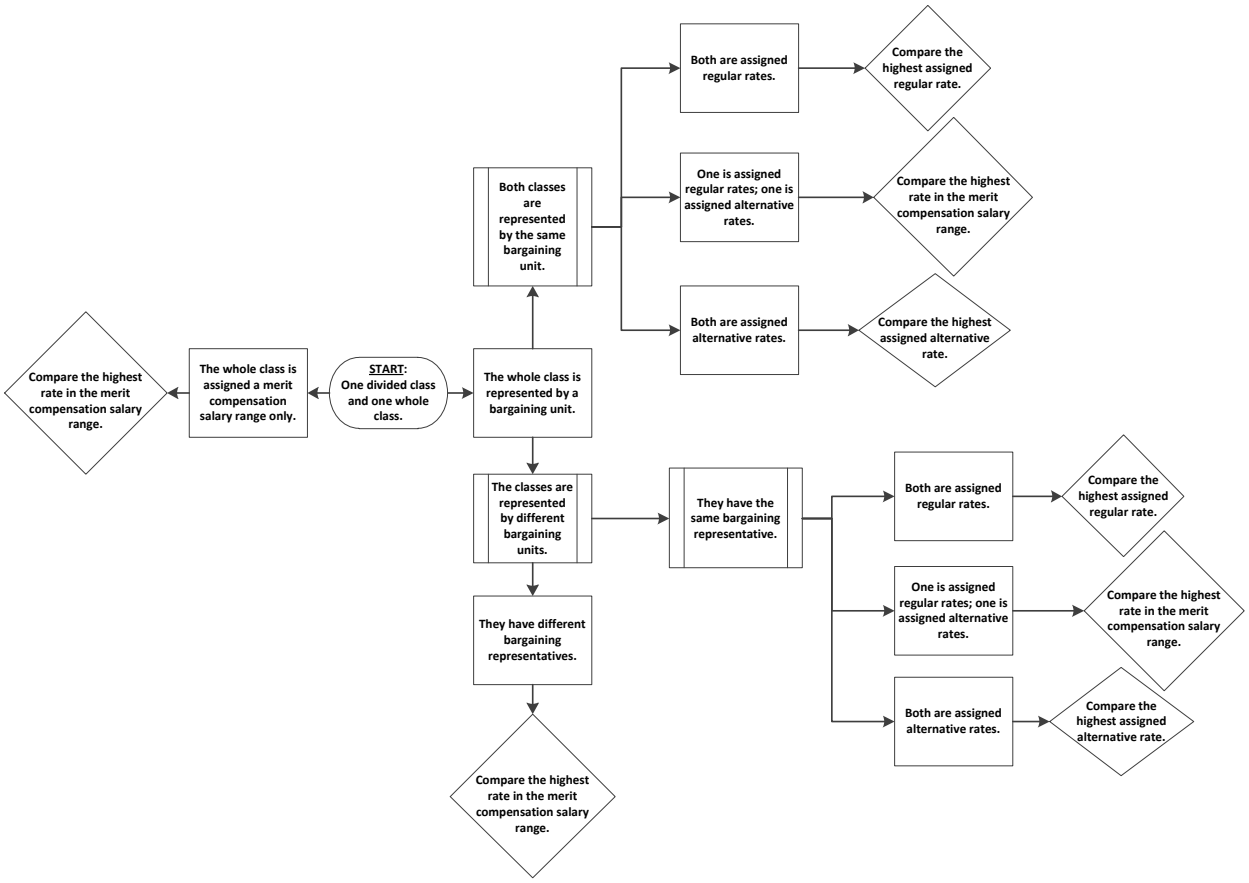


(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

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.

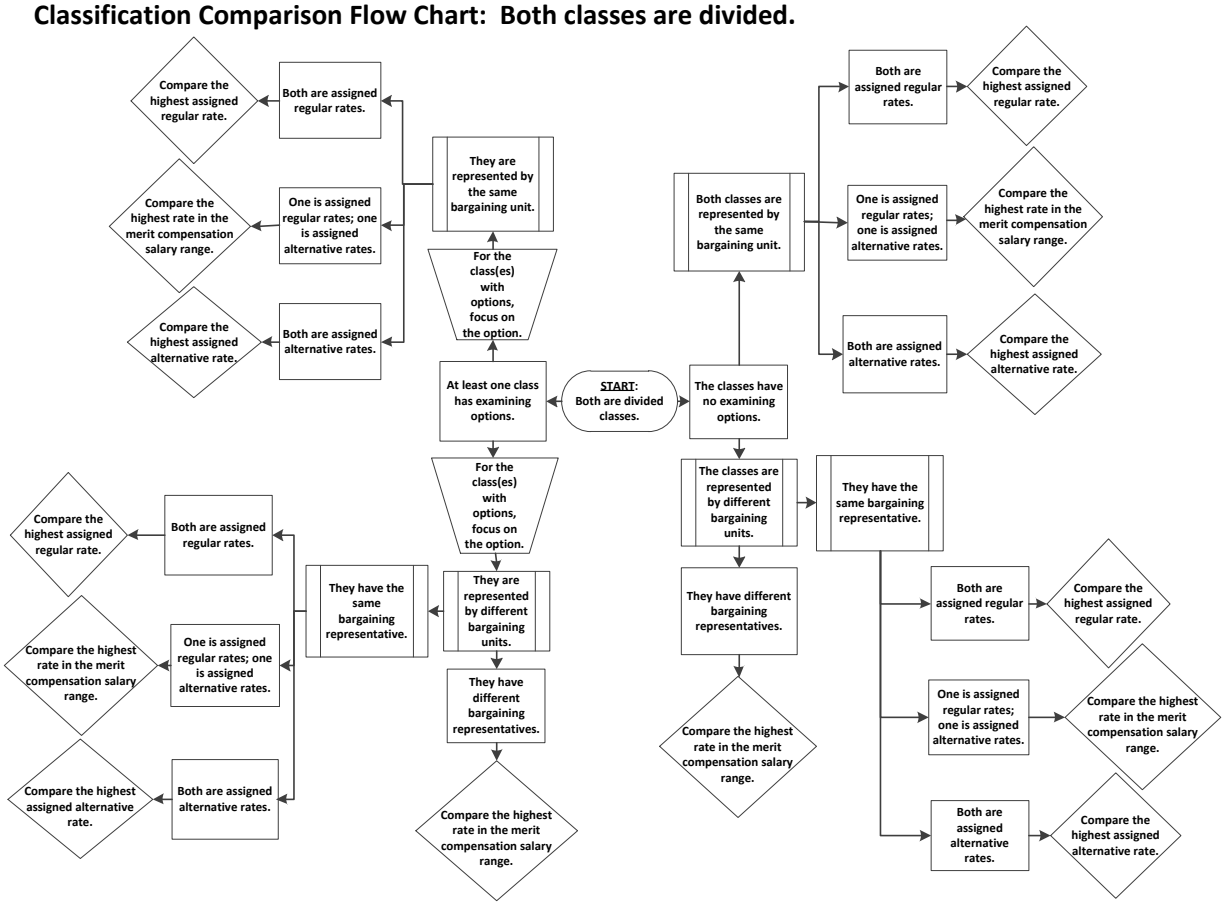


(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

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)