

CMS

ILLINOIS
DEPARTMENT OF CENTRAL
MANAGEMENT SERVICES

PAY PLAN

EFFECTIVE FOR FISCAL YEAR 2012
(July 1, 2011 EDITION)

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SUBTITLE B

TITLE 80: PUBLIC OFFICIALS AND EMPLOYEES
 SUBTITLE B: PERSONNEL RULES, PAY PLANS, AND
 POSITION CLASSIFICATIONS
 CHAPTER I: DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

PART 310
 PAY PLAN

SUBPART A: NARRATIVE

Section

310.20	Policy and Responsibilities
310.30	Jurisdiction
310.40	Pay Schedules
310.45	Comparison of Pay Grades or Salary Ranges Assigned to Classifications
310.47	In-Hiring Rate
EMERGENCY	
310.50	Definitions
EMERGENCY	
310.60	Conversion of Base Salary to Pay Period Units
310.70	Conversion of Base Salary to Daily or Hourly Equivalent
310.80	Increases in Pay
310.90	Decreases in Pay
310.100	Other Pay Provisions
310.110	Implementation of Pay Plan Changes (Repealed)
310.120	Interpretation and Application of Pay Plan
310.130	Effective Date
EMERGENCY	
310.140	Reinstitution of Within Grade Salary Increases (Repealed)
310.150	Fiscal Year 1985 Pay Changes in Schedule of Salary Grades, effective July 1, 1984 (Repealed)

SUBPART B: SCHEDULE OF RATES

Section

310.205	Introduction
310.210	Prevailing Rate
310.220	Negotiated Rate
310.230	Part-Time Daily or Hourly Special Services Rate (Repealed)
310.240	Daily or Hourly Rate Conversion
310.250	Member, Patient and Inmate Rate

SUBTITLE B

- 310.260 Trainee Rate
- 310.270 Legislated Rate
- 310.280 Designated Rate
- 310.290 Out-of-State Rate (Repealed)
- 310.295 Foreign Service Rate (Repealed)
- 310.300 Educator Schedule for RC-063 and HR-010
- 310.310 Physician Specialist Rate
- 310.320 Annual Compensation Ranges for Executive Director and Assistant Executive Director, State Board of Elections (Repealed)
- 310.330 Excluded Classes Rate (Repealed)

SUBPART C: MERIT COMPENSATION SYSTEM

Section

- 310.410 Jurisdiction

EMERGENCY

- 310.415 Merit Compensation Salary Range Assignments
- 310.420 Objectives
- 310.430 Responsibilities
- 310.440 Merit Compensation Salary Schedule
- 310.450 Procedures for Determining Annual Merit Increases and Bonuses
- 310.455 Intermittent Merit Increase (Repealed)
- 310.456 Merit Zone (Repealed)
- 310.460 Other Pay Increases
- 310.470 Adjustment
- 310.480 Decreases in Pay
- 310.490 Other Pay Provisions

EMERGENCY

- 310.495 Broad-Band Pay Range Classes

- 310.500 Definitions

EMERGENCY

- 310.510 Conversion of Base Salary to Pay Period Units (Repealed)
- 310.520 Conversion of Base Salary to Daily or Hourly Equivalent
- 310.530 Implementation
- 310.540 Annual Merit Increase and Bonus Guidechart
- 310.550 Fiscal Year 1985 Pay Changes in Merit Compensation System, effective July 1, 1984 (Repealed)

SUBTITLE B

SUBPART D: FROZEN NEGOTIATED-RATES-OF-PAY DUE TO FISCAL YEAR 2012
APPROPRIATIONS

Section

310.600 Jurisdiction

EMERGENCY

310.610 Pay Schedules

EMERGENCY

310.620 In-Hiring Rate

EMERGENCY

310.630 Definitions

EMERGENCY

310.640 Increases in Pay

EMERGENCY

310.650 Other Pay Provisions

EMERGENCY

310.660 Effective Date

EMERGENCY

310.670 Negotiated Rate

EMERGENCY

310.680 Trainee Rate

EMERGENCY

310.690 Educator Schedule for Frozen RC-063 and Frozen HR-010

EMERGENCY

310.APPENDIX A Negotiated Rates of Pay

310.TABLE A RC-104 (Conservation Police Supervisors, Laborers' – ISEA Local #2002)

EMERGENCY

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

EMERGENCY

310.TABLE C RC-056 (Site Superintendents and Veterans' Affairs, Natural Resources, Human Services, Historic Preservation Agency and Agriculture Managers, IFPE)

EMERGENCY

310.TABLE D HR-001 (Teamsters Local #726)

EMERGENCY

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

EMERGENCY

SUBTITLE B

310.TABLE F EMERGENCY	RC-019 (Teamsters Local #25)
310.TABLE G EMERGENCY	RC-045 (Automotive Mechanics, IFPE)
310.TABLE H EMERGENCY	RC-006 (Corrections Employees, AFSCME)
310.TABLE I EMERGENCY	RC-009 (Institutional Employees, AFSCME)
310.TABLE J EMERGENCY	RC-014 (Clerical Employees, AFSCME)
310.TABLE K EMERGENCY	RC-023 (Registered Nurses, INA)
310.TABLE L	RC-008 (Boilermakers)
310.TABLE M EMERGENCY	RC-110 (Conservation Police Lodge)
310.TABLE N EMERGENCY	RC-010 (Professional Legal Unit, AFSCME)
310.TABLE O EMERGENCY	RC-028 (Paraprofessional Human Services Employees, AFSCME)
310.TABLE P EMERGENCY	RC-029 (Paraprofessional Investigatory and Law Enforcement Employees, IFPE)
310.TABLE Q EMERGENCY	RC-033 (Meat Inspectors, IFPE)
310.TABLE R EMERGENCY	RC-042 (Residual Maintenance Workers, AFSCME)
310.TABLE S EMERGENCY	VR-704 (Corrections, Financial and Professional Regulation, Juvenile Justice and State Police Supervisors, Laborers' – ISEA Local #2002)
310.TABLE T EMERGENCY	HR-010 (Teachers of Deaf, IFT)
310.TABLE U EMERGENCY	HR-010 (Teachers of Deaf, Extracurricular Paid Activities)
310.TABLE V EMERGENCY	CU-500 (Corrections Meet and Confer Employees)
310.TABLE W EMERGENCY	RC-062 (Technical Employees, AFSCME)
310.TABLE X EMERGENCY	RC-063 (Professional Employees, AFSCME)

SUBTITLE B

310.TABLE Y EMERGENCY	RC-063 (Educators, AFSCME)
310.TABLE Z EMERGENCY	RC-063 (Physicians, AFSCME)
310.TABLE AA EMERGENCY	NR-916 (Departments of Central Management Services, Natural Resources and Transportation, Teamsters)
310.TABLE AB EMERGENCY	RC-150 (Public Service Administrators Option 6, AFSCME)
310.TABLE AC EMERGENCY	RC-036 (Public Service Administrators Option 8L Department of Healthcare and Family Services, INA)
310.TABLE AD EMERGENCY	RC-184 (Public Service Administrators Option 8X Department of Natural Resources, SEIU Local 73)
310.TABLE AE EMERGENCY	RC-090 (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294)
310.APPENDIX B EMERGENCY	Frozen Negotiated-Rates-of-Pay
310.TABLE A EMERGENCY	Frozen RC-104-Rates-of-Pay (Conservation Police Supervisors, Laborers' – ISEA Local #2002)
310.TABLE C EMERGENCY	Frozen RC-056-Rates-of-Pay (Site Superintendents and Veterans' Affairs, Natural Resources, Human Services, Historic Preservation Agency and Agriculture Managers, IFPE)
310.TABLE H EMERGENCY	Frozen RC-006-Rates-of-Pay (Corrections Employees, AFSCME)
310.TABLE I EMERGENCY	Frozen RC-009-Rates-of-Pay (Institutional Employees, AFSCME)
310.TABLE J EMERGENCY	Frozen RC-014-Rates-of-Pay (Clerical Employees, AFSCME)
310.TABLE K EMERGENCY	Frozen RC-023-Rates-of-Pay (Registered Nurses, INA)
310.TABLE M EMERGENCY	Frozen RC-110-Rates-of-Pay (Conservation Police Lodge)
310.TABLE N EMERGENCY	Frozen RC-010 (Professional Legal Unit, AFSCME)
310.TABLE O	Frozen RC-028-Rates-of-Pay (Paraprofessional Human Services Employees, AFSCME)

SUBTITLE B

EMERGENCY 310.TABLE P	Frozen RC-029-Rates-of-Pay (Paraprofessional Investigatory and Law Enforcement Employees, IFPE)
EMERGENCY 310.TABLE R	Frozen RC-042-Rates-of-Pay (Residual Maintenance Workers, AFSCME)
EMERGENCY 310.TABLE S	Frozen VR-704-Rates-of-Pay (Corrections, Financial and Professional Regulation, Juvenile Justice and State Police Supervisors, Laborers' – ISEA Local #2002)
EMERGENCY 310.TABLE T	Frozen HR-010-Rates-of-Pay (Teachers of Deaf, IFT)
EMERGENCY 310.TABLE V	Frozen CU-500-Rates-of-Pay (Corrections Meet and Confer Employees)
EMERGENCY 310.TABLE W	Frozen RC-062-Rates-of-Pay (Technical Employees, AFSCME)
EMERGENCY 310.TABLE X	Frozen RC-063-Rates-of-Pay (Professional Employees, AFSCME)
EMERGENCY 310.TABLE Y	Frozen RC-063-Rates-of-Pay (Educators, AFSCME)
EMERGENCY 310.TABLE Z	Frozen RC-063-Rates-of-Pay (Physicians, AFSCME)
EMERGENCY 310.TABLE AB	Frozen RC-150-Rates-of-Pay (Public Service Administrators Option 6, AFSCME)
EMERGENCY 310.TABLE AD	Frozen RC-184-Rates-of-Pay (Public Service Administrators Option 8X Department of Natural Resources, SEIU Local 73)
EMERGENCY 310.TABLE AE	Frozen RC-090-Rates-of-Pay (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294)
EMERGENCY 310.APPENDIX C	Medical Administrator Rates (Repealed)
EMERGENCY 310.APPENDIX D	Merit Compensation System Salary Schedule
EMERGENCY 310.APPENDIX E	Teaching Salary Schedule (Repealed)
EMERGENCY 310.APPENDIX F	Physician and Physician Specialist Salary Schedule (Repealed)
EMERGENCY 310.APPENDIX G	Broad-Band Pay Range Classes Salary Schedule

SUBTITLE B

AUTHORITY: Implementing and authorized by Sections 8 and 8a of the Personnel Code [20 ILCS 415/8 and 8a].

SOURCE: Filed June 28, 1967; codified at 8 Ill. Reg. 1558; emergency amendment at 8 Ill. Reg. 1990, effective January 31, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 2440, effective February 15, 1984; emergency amendment at 8 Ill. Reg. 3348, effective March 5, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 4249, effective March 16, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 5704, effective April 16, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 7290, effective May 11, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 11299, effective June 25, 1984; emergency amendment at 8 Ill. Reg. 12616, effective July 1, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 15007, effective August 6, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 15367, effective August 13, 1984; emergency amendment at 8 Ill. Reg. 21310, effective October 10, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 21544, effective October 24, 1984; amended at 8 Ill. Reg. 22844, effective November 14, 1984; emergency amendment at 9 Ill. Reg. 1134, effective January 16, 1985, for a maximum of 150 days; amended at 9 Ill. Reg. 1320, effective January 23, 1985; amended at 9 Ill. Reg. 3681, effective March 12, 1985; emergency amendment at 9 Ill. Reg. 4163, effective March 15, 1985, for a maximum of 150 days; emergency amendment at 9 Ill. Reg. 9231, effective May 31, 1985, for a maximum of 150 days; amended at 9 Ill. Reg. 9420, effective June 7, 1985; amended at 9 Ill. Reg. 10663, effective July 1, 1985; emergency amendment at 9 Ill. Reg. 15043, effective September 24, 1985, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 3325, effective January 22, 1986; amended at 10 Ill. Reg. 3230, effective January 24, 1986; emergency amendment at 10 Ill. Reg. 8904, effective May 13, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 8928, effective May 13, 1986; emergency amendment at 10 Ill. Reg. 12090, effective June 30, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 13675, effective July 31, 1986; preemptory amendment at 10 Ill. Reg. 14867, effective August 26, 1986; amended at 10 Ill. Reg. 15567, effective September 17, 1986; emergency amendment at 10 Ill. Reg. 17765, effective September 30, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 19132, effective October 28, 1986; preemptory amendment at 10 Ill. Reg. 21097, effective December 9, 1986; amended at 11 Ill. Reg. 648, effective December 22, 1986; preemptory amendment at 11 Ill. Reg. 3363, effective February 3, 1987; preemptory amendment at 11 Ill. Reg. 4388, effective February 27, 1987; preemptory amendment at 11 Ill. Reg. 6291, effective March 23, 1987; amended at 11 Ill. Reg. 5901, effective March 24, 1987; emergency amendment at 11 Ill. Reg. 8787, effective April 15, 1987, for a maximum of 150 days; emergency amendment at 11 Ill. Reg. 11830, effective July 1, 1987, for a maximum of 150 days; preemptory amendment at 11 Ill. Reg. 13675, effective July 29, 1987; amended at 11 Ill. Reg. 14984, effective August 27, 1987; preemptory amendment at 11 Ill. Reg. 15273, effective September 1, 1987; preemptory amendment at 11 Ill. Reg. 17919, effective October 19, 1987; preemptory amendment at 11 Ill. Reg. 19812, effective November 19, 1987; emergency amendment at 11 Ill. Reg. 20664, effective December 4, 1987, for a

SUBTITLE B

maximum of 150 days; amended at 11 Ill. Reg. 20778, effective December 11, 1987; preemptory amendment at 12 Ill. Reg. 3811, effective January 27, 1988; preemptory amendment at 12 Ill. Reg. 5459, effective March 3, 1988; amended at 12 Ill. Reg. 6073, effective March 21, 1988; preemptory amendment at 12 Ill. Reg. 7783, effective April 14, 1988; emergency amendment at 12 Ill. Reg. 7734, effective April 15, 1988, for a maximum of 150 days; preemptory amendment at 12 Ill. Reg. 8135, effective April 22, 1988; preemptory amendment at 12 Ill. Reg. 9745, effective May 23, 1988; emergency amendment at 12 Ill. Reg. 11778, effective July 1, 1988, for a maximum of 150 days; emergency amendment at 12 Ill. Reg. 12895, effective July 18, 1988, for a maximum of 150 days; preemptory amendment at 12 Ill. Reg. 13306, effective July 27, 1988; corrected at 12 Ill. Reg. 13359; amended at 12 Ill. Reg. 14630, effective September 6, 1988; amended at 12 Ill. Reg. 20449, effective November 28, 1988; preemptory amendment at 12 Ill. Reg. 20584, effective November 28, 1988; preemptory amendment at 13 Ill. Reg. 8080, effective May 10, 1989; amended at 13 Ill. Reg. 8849, effective May 30, 1989; preemptory amendment at 13 Ill. Reg. 8970, effective May 26, 1989; emergency amendment at 13 Ill. Reg. 10967, effective June 20, 1989, for a maximum of 150 days; emergency amendment expired on November 17, 1989; amended at 13 Ill. Reg. 11451, effective June 28, 1989; emergency amendment at 13 Ill. Reg. 11854, effective July 1, 1989, for a maximum of 150 days; corrected at 13 Ill. Reg. 12647; preemptory amendment at 13 Ill. Reg. 12887, effective July 24, 1989; amended at 13 Ill. Reg. 16950, effective October 20, 1989; amended at 13 Ill. Reg. 19221, effective December 12, 1989; amended at 14 Ill. Reg. 615, effective January 2, 1990; preemptory amendment at 14 Ill. Reg. 1627, effective January 11, 1990; amended at 14 Ill. Reg. 4455, effective March 12, 1990; preemptory amendment at 14 Ill. Reg. 7652, effective May 7, 1990; amended at 14 Ill. Reg. 10002, effective June 11, 1990; emergency amendment at 14 Ill. Reg. 11330, effective June 29, 1990, for a maximum of 150 days; amended at 14 Ill. Reg. 14361, effective August 24, 1990; emergency amendment at 14 Ill. Reg. 15570, effective September 11, 1990, for a maximum of 150 days; emergency amendment expired on February 8, 1991; corrected at 14 Ill. Reg. 16092; preemptory amendment at 14 Ill. Reg. 17098, effective September 26, 1990; amended at 14 Ill. Reg. 17189, effective October 2, 1990; amended at 14 Ill. Reg. 17189, effective October 19, 1990; amended at 14 Ill. Reg. 18719, effective November 13, 1990; preemptory amendment at 14 Ill. Reg. 18854, effective November 13, 1990; preemptory amendment at 15 Ill. Reg. 663, effective January 7, 1991; amended at 15 Ill. Reg. 3296, effective February 14, 1991; amended at 15 Ill. Reg. 4401, effective March 11, 1991; preemptory amendment at 15 Ill. Reg. 5100, effective March 20, 1991; preemptory amendment at 15 Ill. Reg. 5465, effective April 2, 1991; emergency amendment at 15 Ill. Reg. 10485, effective July 1, 1991, for a maximum of 150 days; amended at 15 Ill. Reg. 11080, effective July 19, 1991; amended at 15 Ill. Reg. 13080, effective August 21, 1991; amended at 15 Ill. Reg. 14210, effective September 23, 1991; emergency amendment at 16 Ill. Reg. 711, effective December 26, 1991, for a maximum of 150 days; amended at 16 Ill. Reg. 3450, effective February 20, 1992; preemptory amendment at 16 Ill. Reg. 5068, effective March 11, 1992; preemptory amendment at 16 Ill. Reg. 7056, effective April 20, 1992; emergency amendment at 16 Ill. Reg. 8239, effective May 19, 1992, for a maximum of 150 days; amended at 16 Ill. Reg.

SUBTITLE B

8382, effective May 26, 1992; emergency amendment at 16 Ill. Reg. 13950, effective August 19, 1992, for a maximum of 150 days; emergency amendment at 16 Ill. Reg. 14452, effective September 4, 1992, for a maximum of 150 days; amended at 17 Ill. Reg. 238, effective December 23, 1992; preemptory amendment at 17 Ill. Reg. 498, effective December 18, 1992; amended at 17 Ill. Reg. 590, effective January 4, 1993; amended at 17 Ill. Reg. 1819, effective February 2, 1993; amended at 17 Ill. Reg. 6441, effective April 8, 1993; emergency amendment at 17 Ill. Reg. 12900, effective July 22, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 13409, effective July 29, 1993; emergency amendment at 17 Ill. Reg. 13789, effective August 9, 1993, for a maximum of 150 days; emergency amendment at 17 Ill. Reg. 14666, effective August 26, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 19103, effective October 25, 1993; emergency amendment at 17 Ill. Reg. 21858, effective December 1, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 22514, effective December 15, 1993; amended at 18 Ill. Reg. 227, effective December 17, 1993; amended at 18 Ill. Reg. 1107, effective January 18, 1994; amended at 18 Ill. Reg. 5146, effective March 21, 1994; preemptory amendment at 18 Ill. Reg. 9562, effective June 13, 1994; emergency amendment at 18 Ill. Reg. 11299, effective July 1, 1994, for a maximum of 150 days; preemptory amendment at 18 Ill. Reg. 13476, effective August 17, 1994; emergency amendment at 18 Ill. Reg. 14417, effective September 9, 1994, for a maximum of 150 days; amended at 18 Ill. Reg. 16545, effective October 31, 1994; preemptory amendment at 18 Ill. Reg. 16708, effective October 28, 1994; amended at 18 Ill. Reg. 17191, effective November 21, 1994; amended at 19 Ill. Reg. 1024, effective January 24, 1995; preemptory amendment at 19 Ill. Reg. 2481, effective February 17, 1995; preemptory amendment at 19 Ill. Reg. 3073, effective February 17, 1995; amended at 19 Ill. Reg. 3456, effective March 7, 1995; preemptory amendment at 19 Ill. Reg. 5145, effective March 14, 1995; amended at 19 Ill. Reg. 6452, effective May 2, 1995; preemptory amendment at 19 Ill. Reg. 6688, effective May 1, 1995; amended at 19 Ill. Reg. 7841, effective June 1, 1995; amended at 19 Ill. Reg. 8156, effective June 12, 1995; amended at 19 Ill. Reg. 9096, effective June 27, 1995; emergency amendment at 19 Ill. Reg. 11954, effective August 1, 1995, for a maximum of 150 days; preemptory amendment at 19 Ill. Reg. 13979, effective September 19, 1995; preemptory amendment at 19 Ill. Reg. 15103, effective October 12, 1995; amended at 19 Ill. Reg. 16160, effective November 28, 1995; amended at 20 Ill. Reg. 308, effective December 22, 1995; emergency amendment at 20 Ill. Reg. 4060, effective February 27, 1996, for a maximum of 150 days; preemptory amendment at 20 Ill. Reg. 6334, effective April 22, 1996; preemptory amendment at 20 Ill. Reg. 7434, effective May 14, 1996; amended at 20 Ill. Reg. 8301, effective June 11, 1996; amended at 20 Ill. Reg. 8657, effective June 20, 1996; amended at 20 Ill. Reg. 9006, effective June 26, 1996; amended at 20 Ill. Reg. 9925, effective July 10, 1996; emergency amendment at 20 Ill. Reg. 10213, effective July 15, 1996, for a maximum of 150 days; amended at 20 Ill. Reg. 10841, effective August 5, 1996; preemptory amendment at 20 Ill. Reg. 13408, effective September 24, 1996; amended at 20 Ill. Reg. 15018, effective November 7, 1996; preemptory amendment at 20 Ill. Reg. 15092, effective November 7, 1996; emergency amendment at 21 Ill. Reg. 1023, effective January 6, 1997, for a maximum of 150 days; amended at 21 Ill. Reg. 1629, effective January 22, 1997; amended at 21 Ill. Reg. 5144, effective April 15,

SUBTITLE B

1997; amended at 21 Ill. Reg. 6444, effective May 15, 1997; amended at 21 Ill. Reg. 7118, effective June 3, 1997; emergency amendment at 21 Ill. Reg. 10061, effective July 21, 1997, for a maximum of 150 days; emergency amendment at 21 Ill. Reg. 12859, effective September 8, 1997, for a maximum of 150 days; preemptory amendment at 21 Ill. Reg. 14267, effective October 14, 1997; preemptory amendment at 21 Ill. Reg. 14589, effective October 15, 1997; preemptory amendment at 21 Ill. Reg. 15030, effective November 10, 1997; amended at 21 Ill. Reg. 16344, effective December 9, 1997; preemptory amendment at 21 Ill. Reg. 16465, effective December 4, 1997; preemptory amendment at 21 Ill. Reg. 17167, effective December 9, 1997; preemptory amendment at 22 Ill. Reg. 1593, effective December 22, 1997; amended at 22 Ill. Reg. 2580, effective January 14, 1998; preemptory amendment at 22 Ill. Reg. 4326, effective February 13, 1998; preemptory amendment at 22 Ill. Reg. 5108, effective February 26, 1998; preemptory amendment at 22 Ill. Reg. 5749, effective March 3, 1998; amended at 22 Ill. Reg. 6204, effective March 12, 1998; preemptory amendment at 22 Ill. Reg. 7053, effective April 1, 1998; preemptory amendment at 22 Ill. Reg. 7320, effective April 10, 1998; preemptory amendment at 22 Ill. Reg. 7692, effective April 20, 1998; emergency amendment at 22 Ill. Reg. 12607, effective July 2, 1998, for a maximum of 150 days; preemptory amendment at 22 Ill. Reg. 15489, effective August 7, 1998; amended at 22 Ill. Reg. 16158, effective August 31, 1998; preemptory amendment at 22 Ill. Reg. 19105, effective September 30, 1998; preemptory amendment at 22 Ill. Reg. 19943, effective October 27, 1998; preemptory 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; preemptory 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; preemptory 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; preemptory 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; preemptory 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; preemptory amendment at 24 Ill. Reg. 10767, effective July 3, 2000; amended at 24 Ill. Reg. 13384, effective August 17, 2000; preemptory amendment at 24 Ill. Reg. 14460, effective September 14, 2000; preemptory amendment at 24 Ill. Reg. 16700, effective October 30, 2000; preemptory amendment at 24 Ill. Reg. 17600, effective November 16, 2000; amended at 24 Ill. Reg. 18058, effective December 4, 2000; preemptory 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;

SUBTITLE B

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

SUBTITLE B

29 Ill. Reg. 7217, effective May 6, 2005; preemptory amendment at 29 Ill. Reg. 7840, effective May 10, 2005; amended at 29 Ill. Reg. 8110, effective May 23, 2005; preemptory amendment at 29 Ill. Reg. 8214, effective May 23, 2005; preemptory amendment at 29 Ill. Reg. 8418, effective June 1, 2005; amended at 29 Ill. Reg. 9319, effective July 1, 2005; preemptory amendment at 29 Ill. Reg. 12076, effective July 15, 2005; preemptory amendment at 29 Ill. Reg. 13265, effective August 11, 2005; amended at 29 Ill. Reg. 13540, effective August 22, 2005; preemptory amendment at 29 Ill. Reg. 14098, effective September 2, 2005; amended at 29 Ill. Reg. 14166, effective September 9, 2005; amended at 29 Ill. Reg. 19551, effective November 21, 2005; emergency amendment at 29 Ill. Reg. 20554, effective December 2, 2005, for a maximum of 150 days; preemptory amendment at 29 Ill. Reg. 20693, effective December 12, 2005; preemptory amendment at 30 Ill. Reg. 623, effective December 28, 2005; preemptory amendment at 30 Ill. Reg. 1382, effective January 13, 2006; amended at 30 Ill. Reg. 2289, effective February 6, 2006; preemptory amendment at 30 Ill. Reg. 4157, effective February 22, 2006; preemptory amendment at 30 Ill. Reg. 5687, effective March 7, 2006; preemptory amendment at 30 Ill. Reg. 6409, effective March 30, 2006; amended at 30 Ill. Reg. 7857, effective April 17, 2006; amended at 30 Ill. Reg. 9438, effective May 15, 2006; preemptory amendment at 30 Ill. Reg. 10153, effective May 18, 2006; preemptory amendment at 30 Ill. Reg. 10508, effective June 1, 2006; amended at 30 Ill. Reg. 11336, effective July 1, 2006; emergency amendment at 30 Ill. Reg. 12340, effective July 1, 2006, for a maximum of 150 days; preemptory amendment at 30 Ill. Reg. 12418, effective July 1, 2006; amended at 30 Ill. Reg. 12761, effective July 17, 2006; preemptory amendment at 30 Ill. Reg. 13547, effective August 1, 2006; preemptory amendment at 30 Ill. Reg. 15059, effective September 5, 2006; preemptory amendment at 30 Ill. Reg. 16439, effective September 27, 2006; emergency amendment at 30 Ill. Reg. 16626, effective October 3, 2006, for a maximum of 150 days; preemptory amendment at 30 Ill. Reg. 17603, effective October 20, 2006; amended at 30 Ill. Reg. 18610, effective November 20, 2006; preemptory amendment at 30 Ill. Reg. 18823, effective November 21, 2006; preemptory amendment at 31 Ill. Reg. 230, effective December 20, 2006; emergency amendment at 31 Ill. Reg. 1483, effective January 1, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 2485, effective January 17, 2007; preemptory amendment at 31 Ill. Reg. 4445, effective February 28, 2007; amended at 31 Ill. Reg. 4982, effective March 15, 2007; preemptory amendment at 31 Ill. Reg. 7338, effective May 3, 2007; amended at 31 Ill. Reg. 8901, effective July 1, 2007; emergency amendment at 31 Ill. Reg. 10056, effective July 1, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 10496, effective July 6, 2007; preemptory amendment at 31 Ill. Reg. 12335, effective August 9, 2007; emergency amendment at 31 Ill. Reg. 12608, effective August 16, 2007, for a maximum of 150 days; emergency amendment at 31 Ill. Reg. 13220, effective August 30, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 13357, effective August 29, 2007; amended at 31 Ill. Reg. 13981, effective September 21, 2007; preemptory amendment at 31 Ill. Reg. 14331, effective October 1, 2007; amended at 31 Ill. Reg. 16094, effective November 20, 2007; amended at 31 Ill. Reg. 16792, effective December 13, 2007; preemptory amendment at 32 Ill. Reg. 598, effective December 27, 2007; amended at 32 Ill. Reg. 1082, effective January 11, 2008; preemptory amendment at 32 Ill. Reg. 3095,

SUBTITLE B

effective February 13, 2008; preemptory amendment at 32 Ill. Reg. 6097, effective March 25, 2008; preemptory amendment at 32 Ill. Reg. 7154, effective April 17, 2008; expedited correction at 32 Ill. Reg. 9747, effective April 17, 2008; preemptory amendment at 32 Ill. Reg. 9360, effective June 13, 2008; amended at 32 Ill. Reg. 9881, effective July 1, 2008; preemptory amendment at 32 Ill. Reg. 12065, effective July 9, 2008; preemptory amendment at 32 Ill. Reg. 13861, effective August 8, 2008; preemptory amendment at 32 Ill. Reg. 16591, effective September 24, 2008; preemptory amendment at 32 Ill. Reg. 16872, effective October 3, 2008; preemptory amendment at 32 Ill. Reg. 18324, effective November 14, 2008; preemptory amendment at 33 Ill. Reg. 98, effective December 19, 2008; amended at 33 Ill. Reg. 2148, effective January 26, 2009; preemptory amendment at 33 Ill. Reg. 3530, effective February 6, 2009; preemptory amendment at 33 Ill. Reg. 4202, effective February 26, 2009; preemptory amendment at 33 Ill. Reg. 5501, effective March 25, 2009; preemptory amendment at 33 Ill. Reg. 6354, effective April 15, 2009; preemptory amendment at 33 Ill. Reg. 6724, effective May 1, 2009; preemptory amendment at 33 Ill. Reg. 9138, effective June 12, 2009; emergency amendment at 33 Ill. Reg. 9432, effective July 1, 2009, for a maximum of 150 days; amended at 33 Ill. Reg. 10211, effective July 1, 2009; preemptory amendment at 33 Ill. Reg. 10823, effective July 2, 2009; preemptory amendment at 33 Ill. Reg. 11082, effective July 10, 2009; preemptory amendment at 33 Ill. Reg. 11698, effective July 23, 2009; preemptory amendment at 33 Ill. Reg. 11895, effective July 31, 2009; preemptory amendment at 33 Ill. Reg. 12872, effective September 3, 2009; amended at 33 Ill. Reg. 14944, effective October 26, 2009; preemptory amendment at 33 Ill. Reg. 16598, effective November 13, 2009; preemptory amendment at 34 Ill. Reg. 305, effective December 18, 2009; emergency amendment at 34 Ill. Reg. 957, effective January 1, 2010, for a maximum of 150 days; preemptory amendment at 34 Ill. Reg. 1425, effective January 5, 2010; preemptory amendment at 34 Ill. Reg. 3684, effective March 5, 2010; preemptory amendment at 34 Ill. Reg. 5776, effective April 2, 2010; preemptory amendment at 34 Ill. Reg. 6214, effective April 16, 2010; amended at 34 Ill. Reg. 6583, effective April 30, 2010; preemptory amendment at 34 Ill. Reg. 7528, effective May 14, 2010; amended at 34 Ill. Reg. 7645, effective May 24, 2010; preemptory amendment at 34 Ill. Reg. 7947, effective May 26, 2010; preemptory amendment at 34 Ill. Reg. 8633, effective June 18, 2010; amended at 34 Ill. Reg. 9759, effective July 1, 2010; preemptory amendment at 34 Ill. Reg. 10536, effective July 9, 2010; preemptory amendment at 34 Ill. Reg. 11864, effective July 30, 2010; emergency amendment at 34 Ill. Reg. 12240, effective August 9, 2010, for a maximum of 150 days; preemptory amendment at 34 Ill. Reg. 13204, effective August 26, 2010; preemptory amendment at 34 Ill. Reg. 13657, effective September 8, 2010; preemptory amendment at 34 Ill. Reg. 15897, effective September 30, 2010; preemptory amendment at 34 Ill. Reg. 18912, effective November 15, 2010; preemptory amendment at 34 Ill. Reg. 19582, effective December 3, 2010; amended at 35 Ill. Reg. 765, effective December 30, 2010; emergency amendment at 35 Ill. Reg. 1092, effective January 1, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 2465, effective January 19, 2011; preemptory amendment at 35 Ill. Reg. 3577, effective February 10, 2011; emergency amendment at 35 Ill. Reg. 4412, effective February 23, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 4803, effective March 11, 2011;

SUBTITLE B

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; peremptory amendment at 35 Ill. Reg. 12119, effective June 29, 2011; emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days.

SUBTITLE B

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)

SUBTITLE B

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)

SUBTITLE B

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)

SUBTITLE B

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 – 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)). 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– 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, use the highest of the maximum base salaries in the regular pension formula pay grades or salary ranges assigned to the positions established inside the geographical limits of the State of Illinois for each classification. (Out-of-state rates in Section 310.495 are never used in the comparison.)

SUBTITLE B

- d) What to Compare in Each Classification When Conditions in Subsection (c) Do Not Exist – If no regular pay formula pay grade or salary range exists for the classification, then identify the highest of the maximum base salaries in the alternative pension formula pay grades or salary ranges assigned to the positions established inside the geographical limits of the State of Illinois for the classification.
- e) The Comparison Determines the Type of Employee Movement and Pay – Comparing the highest of the maximum base salaries set forth in subsection (c) or subsection (d) 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 32 Ill. Reg. 9881, effective July 1, 2008)

SUBTITLE B

Section 310.47 In-Hiring Rate**EMERGENCY**

- a) Use – No employee in a position in which the position and/or the employee meet the criteria of an in-hiring rate receives less than the in-hiring rate. The in-hiring 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 Trainee Program (Section 310.415(b)).
- b) Request – An agency head may request in writing that the Director of Central Management Services approve an in-hiring rate. The rate is a Step or dollar amount depending on whether the classification title is assigned to a negotiated pay grade, merit compensation salary range or broad-band salary range. The 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-hiring 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.
- d) Approval – The Director of Central Management Services indicates in writing the approved in-hiring rate and effective date, which is either the date requested by the agency or the beginning of the next pay period after the approval.
- e) Implementation – In the classification title or within the limitations of the classification title, an employee paid below the in-hiring rate receives the in-hiring rate on the approved effective date. The in-hiring 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-hiring rate is approved by the Director of Central Management Services.

SUBTITLE B

f) Approved In-Hiring Rates –

1) Assigned to a pay grade or salary range –

Title	Pay Grade or Salary Range	Effective Date	In- Hiring 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

SUBTITLE B

- 2) Assigned to a pay grade or salary range and based on the position's work location or employee's credential or residency –

<u>Title</u>	<u>Pay Grade or Salary Range</u>	<u>Location or Residency</u>	<u>Credential</u>	<u>Effective Date</u>	<u>In-Hiring Rate</u>
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, 2010	\$2,600

SUBTITLE B

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	\$2,705
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, 2010	\$2,500
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	\$2,600
Engineering Technician I, II, III and IV	NR-916	None identified	Associate Degree from an accredited 2 year civil engineering technology program	January 1, 2010	\$2,720
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	\$2,830

SUBTITLE B

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, 2010	\$2,720
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	\$2,830
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, 2010	\$2,600
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	\$2,705

SUBTITLE B

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, 2010	\$2,830
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	\$2,945
Engineering Technician I, II, III and IV	NR-916	None identified	Bachelor of Science Degree from an accredited 4 year program in civil engineering technology, industrial technology, and construction technology	January 1, 2010	\$3,210

SUBTITLE B

Engineering Technician I, II, III and IV	NR-916	None identified	Bachelor of Science Degree from an accredited 4 year program in civil engineering technology, industrial technology, and construction technology	January 1, 2011	\$3,340
Forensic Scientist Trainee	RC-062-15	None identified	Meets minimum class requirements Completed Forensic Science Residency Program at the U of I - Chicago	January 1, 2008	Step 2
Forensic Scientist Trainee	RC-062-15	None identified	Work outside Cook County	January 1, 2008	Step 3
Information Services Intern	RC-063-15	Cook County Work in	Computer Science degree at 4-year college	January 1, 2008	Step 4
Information Services Intern	RC-063-15	Cook County Work outside	Computer Science degree at 4-year college	January 1, 2008	Step 6
Information Services Intern	RC-063-15	Cook County Work in	Computer Science degree at 2-year technical school	January 1, 2008	Step 2
Information Services Intern	RC-063-15	Cook County Work outside	Computer Science degree at 2-year technical school	January 1, 2008	Step 4
Information Services Intern	RC-063-15	Cook County Work in	Non-Computer Science degree at 4-year college	January 1, 2008	Step 1
Information Services Intern	RC-063-15	Cook County Work in	Non-Computer Science degree at 4-year college	January 1, 2008	Step 3
Information Services Specialist I	RC-063-17	Cook County	None identified beyond class requirements	January 1, 2008	Step 2

SUBTITLE B

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, Zeller, 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, Zeller, 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 Cook, DuPage, Lake, Kane, and Will counties	None identified beyond class requirements	January 1, 2008	\$2,854

SUBTITLE B

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 States other than IL and not assigned to RC-062-15	None identified beyond class requirements	January 1, 2008	Step 5
Revenue Auditor Trainee	RC-062-13	Work in Joliet Treatment and Detention Facility	None identified beyond class requirements	January 1, 2008	Step 5
Security Therapy Aide Trainee	RC-009-13		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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.50 Definitions**EMERGENCY**

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.

"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.

"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.

"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".

SUBTITLE B

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

"In-hiring Rate" – An in-hiring rate is a minimum rate/step for a class that is above the normal minimum of the range, as approved by the Director of Central Management Services after a review of competitive market starting rates for similar classes.

“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 and Senior Public Service Administrator classifications 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
- 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/Certified
Internal Auditor
- 8D = Special License - Federal Communications Commission
License/National Association of Business and Educational
Radio
- 8E = Special License - Engineer (Professional)

SUBTITLE B

- 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
- 9G = Special License - Registered Professional Geologist License
- 9T = Teamster Management Information Systems, effective December 30, 2009 through February 1, 2011

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

SUBTITLE B

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

SUBTITLE B

- 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.

"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.

SUBTITLE B

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

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.

SUBTITLE B

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.

SUBTITLE B

Section 310.80 Increases in Pay

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

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

SUBTITLE B

- 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)).

SUBTITLE B

- 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)).

SUBTITLE B

- 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 at 34 Ill. Reg. 9759, effective July 1, 2010)

SUBTITLE B

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.

SUBTITLE B

- 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)

SUBTITLE B

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-hiring 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:

SUBTITLE B

- 1) Shift Differential Pay – An employee may be paid an amount in addition to the employee’s base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Department 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 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 – 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.

SUBTITLE B

- 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 – A bargaining unit employee may be temporarily assigned to a bargaining unit position in a position classification having a higher pay grade and shall be eligible for temporary assignment pay. To be eligible for temporary assignment pay, the employee must be directed to perform the duties that distinguish the higher-level position classification and be held accountable for the responsibility of the higher classification. Employees shall not receive temporary assignment pay for paid days off except if the employee is given the assignment for 30 continuous days or more, the days off fall within the period of time and the employee works 75% of the time of the temporary assignment. Temporary assignment pay shall be calculated as if the employee received a promotion (see Section 310.80(d)(1)) into the higher pay grade. In no event is the temporary assignment pay to be lower than the minimum rate of the higher pay grade or greater than the maximum rate of the higher pay grade.
 - B) When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary assignment pay when required to perform duties requiring the ability. The temporary assignment pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.

SUBTITLE B

- 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.

SUBTITLE B

- 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.

SUBTITLE B

- 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.

SUBTITLE B

- 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.

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

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.

SUBTITLE B

Section 310.130 Effective Date**EMERGENCY**

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 2012.

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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)

SUBTITLE B

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.

SUBTITLE B

Section 310.210 Prevailing Rate

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

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.

SUBTITLE B

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).

(Source: Amended at 35 Ill. Reg. 8419, effective May 23, 2011)

SUBTITLE B

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, as established and approved by the Director of Central Management Services after having conducted negotiations for this purpose, or as certified as being correct and reported to the Director of Central Management Services by the Director of the Illinois Department of Labor for designated classifications.
- b) Rates for Positions Excluded from Bargaining Unit Representation – An employee occupying a position in a class normally subject to contract, but whose position is excluded from the bargaining unit, shall be assigned to the Merit Compensation System (Subpart C) and receive the rates, within the Merit Compensation System Salary Schedule (Appendix D) based on the salary range assigned to the classification title in Section 310.410, or within the Broad-Band Pay Range Classes Salary Schedule (Appendix G) based on the salary range assigned to the classification title.
- c) Rates for Higher Duties – As provided in certain collective bargaining agreements, an employee may be paid at an appropriate higher rate when assigned to perform the duties of a higher level position. Eligibility for and the amount of this pay will be as provided in the contract.
- d) Promotion from Step 8 – The employee shall be paid as provided in Section 310.80(d)(1)(A)(ii).
- e) To Locate Rates – The negotiated rates of pay for classifications in specified operating agencies, in specified agency facilities or with specified duties shall be as indicated in Appendix A, unless the rates are red-circled.

SUBTITLE B

- 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 34 Ill. Reg. 9759, effective July 1, 2010)

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

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

SUBTITLE B

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.

SUBTITLE B

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

SUBTITLE B

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

SUBTITLE B

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 Table W)	38375	RC-062-15	MS-09
Revenue Collection Officer Trainee	38405	RC-062-12	MS-09
Revenue Special Agent Trainee	38565	RC-062-14	MS-11
Revenue Tax Specialist Trainee	38575	RC-062-10	MS-07

SUBTITLE B

Security Therapy Aide Trainee	39905	RC-009-13	MS-06
Seed Analyst Trainee	39953	None	MS-07
		RC-006-01	
Social Service Aide Trainee	41285	RC-009-02	MS-03
Social Services Career Trainee	41320	RC-062-12	MS-09
Social Worker Intern	41430	None	MS-15
Student Intern	43190	None	MS-01
Student Worker	43200	None	MS-01
Telecommunications Systems Technician Trainee	45314	None	MS-05
Telecommunicator Trainee	45325	RC-014-10	MS-07
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)

SUBTITLE B

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)

SUBTITLE B

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.
- e) Annual Designated Rates by Employing Agency –

Department of Human Services

Senior Public Service Administrator
(Pos. No. 40070-10-66-200-00-01)

Annual Salary
132,000

Illinois Gaming Board

Senior Public Service Administrator
(Pos. No. 40070-50-69-000-00-01)

Annual Salary
136,608

Department of Public Health

Senior Public Service Administrator
(Pos. No. 40070-20-80-000-00-81)

Annual Salary
139,364

Senior Public Service Administrator
(Pos. No. 40070-20-20-000-00-81)

Annual Salary
130,000

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

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)

SUBTITLE B

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, 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.

(Source: Peremptory Amendment at 29 Ill. Reg. 14098, effective September 2, 2005)

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)

SUBTITLE B

SUBPART C: MERIT COMPENSATION SYSTEM

**Section 310.410 Jurisdiction
EMERGENCY**

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-24
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-36
Administrative Assistant I	00501	MS-16
Administrative Assistant II	00502	MS-21
Administrative Services Worker Trainee	00600	MS-02

SUBTITLE B

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-27
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-27
Arson Investigations Trainee	01485	MS-12
Arson Investigator I	01481	MS-18
Arson Investigator II	01482	MS-23
Arts Council Associate	01523	MS-09
Arts Council Program Coordinator	01526	MS-19
Arts Council Program Representative	01527	MS-12
Assignment Coordinator	01530	MS-25
Assistant Automotive Shop Supervisor	01565	MS-11
Assistant Reimbursement Officer	02424	MS-05

SUBTITLE B

Audio Visual Technician I	03501	MS-04
Audio Visual Technician II	03502	MS-06
Auto and Body Repairer	03680	MS-11
Automotive Attendant I	03696	MS-03
Automotive Attendant II	03697	MS-03
Automotive Mechanic	03700	MS-11
Automotive Parts Warehouse Specialist	03734	MS-11
Automotive Parts Warehouse	03730	MS-11
Automotive Shop Supervisor	03749	MS-18
Bank Examiner I	04131	MS-14
Bank Examiner II	04132	MS-21
Bank Examiner III	04133	MS-27
Behavioral Analyst Associate	04355	MS-12
Behavioral Analyst I	04351	MS-16
Behavioral Analyst II	04352	MS-21
Boat Safety Inspection Supervisor	04850	MS-22
Boiler Safety Specialist	04910	MS-28
Breath Alcohol Analysis Technician	05170	MS-15
Bridge Mechanic	05310	MS-15
Bridge Tender	05320	MS-15
Building Construction Inspector I	05541	MS-18
Building Construction Inspector II	05542	MS-20
Building Services Worker	05616	MS-04
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
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

SUBTITLE B

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-27
Child Welfare Advanced Specialist	07215	MS-21
Child Welfare Associate Specialist	07216	MS-14
Child Welfare Court Facilitator	07196	MS-27
Child Welfare Nurse Specialist	07197	MS-22
Child Welfare Senior Specialist	07217	MS-27
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-27
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-27
Civil Engineer Trainee	07607	MS-15
Clerical Trainee	08050	MS-01

SUBTITLE B

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-27
Conservation Police Lieutenant	09340	MS-22
Conservation Police Officer I	09341	MS-18
Conservation Police Officer II	09342	MS-18
Conservation Police Officer Trainee	09345	MS-06
Conservation Police Sergeant	09347	MS-20
Conservation/Historic Preservation Worker	09317	MS-01

SUBTITLE B

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-13
Correctional Counselor II	09662	MS-18
Correctional Counselor III	09663	MS-22
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-22
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-18
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-13
Corrections Leisure Activities Specialist II	09812	MS-18
Corrections Leisure Activities Specialist III	09813	MS-22
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

SUBTITLE B

Corrections Parole Agent	09842	MS-18
Corrections Residence Counselor I	09837	MS-13
Corrections Residence Counselor II	09838	MS-20
Corrections Senior Parole Agent	09844	MS-22
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-27
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-14
Dental Assistant	11650	MS-07
Dental Hygienist	11700	MS-11
Dentist I	11751	MS-29
Dentist II	11752	MS-33

SUBTITLE B

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-27
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-27
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-10
Educational Media Program Specialist	12980	MS-16
Educator	13100	MS-26
Educator - Provisional	13105	MS-09
Educator Aide	13130	MS-08
Electrical Engineer	13180	MS-30
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

SUBTITLE B

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
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-09
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-27
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-27
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-27
Environmental Protection Technician I	13831	MS-05
Environmental Protection Technician II	13832	MS-07

SUBTITLE B

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-09
Ferry Operator I	14801	MS-16
Ferry Operator II	14802	MS-17
Financial Institutions Examiner I	14971	MS-14
Financial Institutions Examiner II	14972	MS-21
Financial Institutions Examiner III	14973	MS-27
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-27
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-27
Forensic Scientist Trainee	15897	MS-12

SUBTITLE B

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-25
Health Services Investigator II, Option A - General	18185	MS-27
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

SUBTITLE B

Hearing and Speech Advanced Specialist	18227	MS-27
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-24
Highway Construction Supervisor II	18526	MS-28
Highway Maintainer	18639	MS-16
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-22
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-20
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

SUBTITLE B

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

SUBTITLE B

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-20
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-20
Juvenile Justice Youth and Family Specialist Option 2	21992	MS-25
Juvenile Justice Youth and Family Specialist Supervisor	21995	MS-29
Kidcare Supervisor	22003	MS-23
Labor Conciliator	22750	MS-23
Labor Maintenance Lead Worker	22809	MS-15
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-14
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-27
Landscape Planner	23150	MS-21
Laundry Manager I	23191	MS-11
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

SUBTITLE B

Librarian I	23401	MS-14
Librarian II	23402	MS-20
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-07
Licensed Practical Nurse II	23552	MS-09
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-17
Maintenance Worker	25500	MS-15
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

SUBTITLE B

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-22
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-12
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

SUBTITLE B

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

SUBTITLE B

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
Pharmacist Lead Technician	32007	MS-06
Pharmacist Technician	32008	MS-04
Pharmacy Services Coordinator	32010	MS-32
Photographer I	32085	MS-08
Photographer II	32086	MS-11
Photographer III	32087	MS-12
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

SUBTITLE B

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-64
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-27
Plumbing Inspector	32915	MS-22
Podiatrist	32960	MS-11
Police Lieutenant	32977	MS-31
Police Officer I	32981	MS-18
Police Officer II	32982	MS-22
Police Officer III	32983	MS-26
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-16
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

SUBTITLE B

Psychologist Associate	35626	MS-12
Psychologist I	35611	MS-16
Psychologist II	35612	MS-23
Psychologist III	35613	MS-27
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

SUBTITLE B

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-27
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-27
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-20
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

SUBTITLE B

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-27
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-27
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

SUBTITLE B

Security Officer	39870	MS-10
Security Officer Chief	39875	MS-15
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-18
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
Shift Supervisor	40800	MS-31
Sign Shop Foreman	41000	MS-22
Silk Screen Operator	41020	MS-16
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

SUBTITLE B

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-27
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-27
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

SUBTITLE B

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-27
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

SUBTITLE B

Vehicle Compliance Inspector	47570	MS-15
Vehicle Emission Compliance Inspector	47580	MS-10
Vehicle Emission Compliance Supervisor	47583	MS-20
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-24
Weatherization Specialist I	49101	MS-11
Weatherization Specialist II	49102	MS-16
Weatherization Specialist III	49103	MS-23
Weatherization Specialist Trainee	49105	MS-09

SUBTITLE B

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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

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)

SUBTITLE B

SUBTITLE B**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.

SUBTITLE B

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.

SUBTITLE B

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)

SUBTITLE B

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.

SUBTITLE B

- 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.)

SUBTITLE B

- 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)

SUBTITLE B

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.

SUBTITLE B

(Source: Amended at 34 Ill. Reg. 6583, effective April 30, 2010)

SUBTITLE B

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)

SUBTITLE B

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.

SUBTITLE B

- 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)

SUBTITLE B

Section 310.490 Other Pay Provisions**EMERGENCY**

- 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:

SUBTITLE B

- 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.

SUBTITLE B

- 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.

SUBTITLE B

- 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.

SUBTITLE B

- 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.

SUBTITLE B

- 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 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.
- 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.

SUBTITLE B

- 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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

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.

SUBTITLE B

- 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) Out-of-State Adjustment for Positions allocated to Broad-banded Titles, Not Represented by a Bargaining Unit –
- 1) Requirements – The out-of-state rate is the base salary for an employee appointed to a position not subject to Section 310.220 but subject to broad-banded Merit Compensation classification titles listed in subsection (f)(4) that require payment in accordance with the economic conditions of another state. The employee shall reside in the state where the position is assigned.
 - 2) Approval – The Director of Central Management Services shall, before approving an adjustment, consider the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

SUBTITLE B

- 3) Calculation – Ranges assigned to states other than Illinois, California and New Jersey are 15% above the ranges assigned to in-state positions and are listed in subsection (f)(4). Ranges assigned to California and New Jersey are 30% above the ranges assigned to in-state positions and are listed in subsection (f)(4).
- 4) Minimum and Maximum Out-of-State Rates in Ranges by Classification Title –

Title	Out-Of State Ranges	
	Minimum	Maximum
Public Service Administrator, Option 1		
(States Other Than CA and NJ)	3583	9546
(CA, NJ)	4051	10791
Senior Public Service Administrator		
(States Other Than CA and NJ)	4939	12075
(CA, NJ)	5584	13650

- g) 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 35 Ill. Reg. 8419, effective May 23, 2011)

SUBTITLE B

Section 310.500 Definitions**EMERGENCY**

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.

"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.

SUBTITLE B

"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 and Senior Public Service Administrator classifications 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
- 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/Certified
Internal Auditor
- 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

SUBTITLE B

- 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
- 9G = Special License - Registered Professional Geologist 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

SUBTITLE B

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.

SUBTITLE B

"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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

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

SUBTITLE B

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.

SUBTITLE B**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)

SUBTITLE B

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)

SUBTITLE B

SUBPART D: FROZEN NEGOTIATED-RATES-OF-PAY DUE TO FISCAL YEAR 2012
APPROPRIATIONS**Section 310.600 Jurisdiction
EMERGENCY**

- a) Overview – The Frozen Negotiated-Rates-of-Pay due to Fiscal Year 2012 Appropriations (Subpart D) shall apply to the positions and employees represented by the CU-500, HR-010, RC-006, RC-009, RC-010, RC-014, RC-023, RC-028, RC-029, RC-042, RC-056, RC-062, RC-063, RC-090, RC-104, RC-110, RC-150, RC-184 or VR-704 bargaining units and with work location located at the Departments of Corrections, Human Rights, Human Services, Juvenile Justice, Labor, Natural Resources, Public Health or Revenue, the Criminal Justice Information Authority, Deaf and Hard of Hearing Commission, Guardianship and Advocacy Commission, Human Rights Commission, Historic Preservation Agency or Prisoner Review Board. The positions and employees shall be covered by the provisions of the Narrative (Subpart A) and Schedule of Rates (Subpart B) except as provided in the sections of Subpart D.

- b) Exception – The employees represented by the American Federation of State, County and Municipal Employees (AFSCME) bargaining units CU-500, RC-006, RC-009, RC-010, RC-014, RC-028, RC-042, RC-062, RC-063 and RC-150 who by May 1, 2011 submitted for retirement prior to January 1, 2012 are excluded from Subpart D. The employees represented by AFSCME who by May 1, 2011 submitted for retirement prior to January 1, 2012 shall be paid at a rate of pay or step in the appropriate pay grade rate table in Appendix A for the position in which the employee is employed.

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.610 Pay Schedules**EMERGENCY**

- a) Rates of Pay Location in Pay Plan –
 - 1) Pay Grades and Base Salaries – The attached Frozen Negotiated-Rates-of-Pay (Appendix B) is a part of this Part. Each employee shall be paid at a base salary rate of pay or step in the appropriate pay grade in the Frozen Negotiated-Rates-of-Pay (Appendix B) for the position in which the employee is employed unless the employee receives a rate that is red-circled (310.220(f)) then that is the employee's base salary.
 - 2) Extracurricular Activity Rate of Pay – Educators represented by the HR-010 bargaining unit shall receive the increase in pay for extracurricular activity effective August 16, 2011 provided for in the HR-010 bargaining unit agreement and listed in Appendix A Table U.
- b) Pay Limitations – No general increase, satisfactory performance increase or step increase, lane advancement, extended service or longevity advancement or supervisory enhancement shall be implemented for the employees (310.600) effective July 1, 2011.

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

**Section 310.620 In-Hiring Rate
EMERGENCY**

The following are approved effective July 1, 2011 in-hiring rates for the frozen pay grades.

- a) Assigned to a frozen pay grade –

<u>Title</u>	<u>Frozen Pay Grade</u>	<u>In-Hiring Rate</u>
Accounting & Fiscal Administration Career Trainee	RC-062-12	Step 3
Actuarial Examiner Trainee	RC-062-13	Step 4
Civil Engineer I	RC-063-15	Step 2
Correctional Officer	RC-006-09	Step 2
Correctional Officer Trainee	RC-006-05	Step 4
Environmental Engineer I	RC-063-15	Step 2
Environmental Protection Engineer I	RC-063-15	Step 5
Environmental Protection Engineer II	RC-063-17	Step 4
Financial Institutions Examiner Trainee	RC-062-13	Step 2
Insurance Company Financial Examiner Trainee	RC-062-13	Step 4
Revenue Special Agent Trainee	RC-062-14	Step 2
Terrorism Research Specialist Trainee	RC-062-14	Step 2

- 1) Assigned to a frozen pay grade and based on the position's work location or employee's credential or residency –

<u>Title</u>	<u>Frozen Pay Grade</u>	<u>Location or Residency</u>	<u>Credential</u>	<u>In-Hiring Rate</u>
Clinical Psychology Associate	RC-063-18	None identified	Completed doctoral dissertation	Step 3
Forensic Scientist Trainee	RC-062-15	None identified	Meets minimum class requirements	Step 2
Forensic Scientist Trainee	RC-062-15	None identified	Completed Forensic Science Residency Program at the U of I - Chicago	Step 3

SUBTITLE B

Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 4-year college	Step 4
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 4-year college	Step 6
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 2-year technical school	Step 2
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 2-year technical school	Step 4
Information Services Intern	RC-063-15	Work outside Cook County	Non-Computer Science degree at 4-year college	Step 1
Information Services Intern	RC-063-15	Work in Cook County	Non-Computer Science degree at 4-year college	Step 3
Information Services Specialist I	RC-063-17	Work in Cook County	None identified beyond class requirements	Step 2
Juvenile Justice Specialist	RC-006-14	None identified	Master's degree	Step 2
Juvenile Justice Specialist Intern	RC-006-11	None identified Work in Singer, McFarland, Zeller, Choate, Chester, Alton, Murray, and Mabley facilities	Master's degree	Step 2
Physician Specialist, Option C	RC-063- MD-C	Work in Singer, McFarland, Zeller, Choate, Chester, Alton, Murray, and Mabley facilities	None identified beyond class requirements	Step 5
Physician Specialist, Option D	RC-063- MD-D	Alton, Murray, and Mabley facilities	None identified beyond class requirements	Step 5
Revenue Auditor Trainee	RC-062-12	Work in IL See Note in	None identified beyond class requirements	Step 5
Revenue Auditor Trainee	RC-062-15	Appendix A Table W	None identified beyond class requirements	Step 5
Revenue Auditor Trainee	RC-062-13	States other than IL and not assigned to RC-062-15 Work in Joliet	None identified beyond class requirements	Step 5
Security Therapy Aide Trainee	RC-009-13	Treatment and Detention Facility	None identified beyond class requirements	Step 5

SUBTITLE B

Telecommunicator	RC-014-12	Work in District 2	None identified beyond class requirements	Step 2
Telecommunicator Trainee	RC-014-10	Work in Kane County	None identified beyond class requirements	Step 3
Telecommunicator Trainee	RC-014-10	Work in Cook County	None identified beyond class requirements	Step 7

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.630 Definitions**EMERGENCY**

The following definitions of terms are for the purpose of clarification only. The definitions affect the Frozen Negotiated-Rates-of-Pay (Appendix B).

"Base Salary" – A dollar amount of pay specifically designated in the Frozen Negotiated-Rates-of-Pay (Appendix B). Base salary does not include commission, incentive pay, bilingual pay, longevity pay, overtime pay, shift differential pay or deductions for time not worked. No increase or advancement in extended service or longevity pay shall be implemented for the employees (310.600) assigned to Frozen Negotiated-Rates-of-Pay (Appendix B) effective July 1, 2011.

"Frozen" – Due to insufficient appropriation, a negotiated pay provision unauthorized to be implemented in accordance with an agreement between the State of Illinois and a bargaining unit effective during Fiscal Year 2012. Where this occurs, Fiscal Year 2011 negotiated rates of pay are maintained.

"Satisfactory Performance Increase" – An upward revision in the base salary from one designated step to the next higher step in the pay grade 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.) No satisfactory performance increase shall be implemented for the employees (310.600) assigned to Frozen Negotiated-Rates-of-Pay (Appendix B) effective July 1, 2011.

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.640 Increases in Pay**EMERGENCY**

For employees (310.600) occupying positions paid in conformance with Frozen Negotiated-Rates-of-Pay (Appendix B), no satisfactory performance increase shall be implemented effective July 1, 2011 and throughout Fiscal Year 2012.

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.650 Other Pay Provisions**EMERGENCY**

For employees (310.600) occupying positions paid in conformance with Frozen Negotiated-Rates-of-Pay (Appendix B), no increase or advancement to extended service or longevity payment shall occur effective July 1, 2011.

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B**Section 310.660 Effective Date****EMERGENCY**

The Frozen Negotiated-Rates-of-Pay due to Fiscal Year 2012 Appropriations (Subpart D) and Frozen Negotiated-Rates-of-Pay (Appendix B) shall be effective for Fiscal Year 2012.

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.670 Negotiated Rate**EMERGENCY**

- a) Rates for Positions Excluded from Receiving the Effective Rates within Bargaining Unit Agreements due to Fiscal Year 2012 Appropriations – An employee occupying a position normally subject to a collective bargaining agreement and whose position is excluded from receiving the effective rate within a collective bargaining unit agreement due to Fiscal Year 2012 appropriations shall be assigned to the Frozen Negotiated-Rates-of-Pay due to Fiscal Year 2012 Appropriations (Subpart D) and receive the rate within the Frozen Negotiated-Rates-of-Pay (Appendix B) based on the pay grade and Pay Plan Code assigned to the classification title unless the employee receives a rate that is red-circled (310.220(f)) then that is the employee's base salary.
- b) To Locate Rates – The negotiated rates of pay for positions allocated to 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 excluded from receiving the effective rates within a bargaining unit agreement due to Fiscal Year 2012 appropriations.

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.680 Trainee Rate
EMERGENCY

Rates of pay for employees (310.600) working in classes pursuant to a Trainee Program (80 Ill. Adm. Code 302.170) shall conform to those set forth and frozen in negotiated pay grades within Frozen Negotiated-Rates-of-Pay (Appendix B) unless the employee receives a rate that is red-circled (310.220(f)) then that is the employee's base salary. The Trainee Program classifications are:

Title	Title Code	Frozen Negotiated Pay Grade
Accounting and Fiscal Administration Career Trainee	00140	RC-062-12
Actuarial Examiner Trainee	00196	RC-062-13
Administrative Services Worker Trainee	00600	RC-014-02
Behavioral Analyst Associate	04355	RC-062-15
Child Support Specialist Trainee	07200	RC-062-12
Children and Family Service Intern, Option 1	07241	RC-062-12
Children and Family Service Intern, Option 2	07242	RC-062-15
Clerical Trainee	08050	RC-014-TR
Clinical Laboratory Technologist Trainee	08229	RC-062-14
Clinical Psychology Associate	08255	RC-063-18
Conservation Police Officer Trainee	09345	RC-110
Correctional Officer Trainee	09676	RC-006-05
Criminal Justice Specialist Trainee	10236	RC-062-13
Data Processing Operator Trainee	11428	RC-014-02
Data Processing Technician Trainee	11443	RC-028-06
Disability Claims Adjudicator Trainee	12539	RC-062-13
Energy and Natural Resources Specialist Trainee	13715	RC-062-12
Financial Institutions Examiner Trainee	14978	RC-062-13
Fire Prevention Inspector Trainee	15320	RC-029-12

SUBTITLE B

Forensic Scientist Trainee	15897	RC-062-15
Gaming Special Agent Trainee	17195	RC-062-14
Geographic Information Trainee	17276	RC-063-15
Graduate Pharmacist	17345	RC-063-20
Hearing and Speech Associate	18231	RC-063-18
Human Services Grants Coordinator Trainee	19796	RC-062-12
Industrial Services Consultant Trainee	21125	RC-062-11
Industrial Services Hygienist Trainee	21133	RC-062-12
Information Services Intern	21160	RC-063-15
Insurance Analyst Trainee	21566	RC-014-07
Insurance Company Financial Examiner Trainee	21610	RC-062-13
Juvenile Justice Specialist Intern	21976	RC-006-11
Life Sciences Career Trainee	23600	RC-062-12
Manpower Planner Trainee	25597	RC-062-12
Mental Health Administrator Trainee	26817	RC-062-16
Mental Health Specialist Trainee	26928	RC-062-11
Mental Health Technician Trainee	27020	RC-009-01
Methods and Procedures Career Associate Trainee	27137	RC-062-09
Program Integrity Auditor Trainee	34635	RC-062-12
Psychologist Associate	35626	RC-063-15
Public Aid Investigator Trainee	35874	RC-062-14
Public Health Program Specialist Trainee	36615	RC-062-12
Public Safety Inspector Trainee	37010	RC-062-10
Rehabilitation Counselor Trainee	38159	RC-062-15
Rehabilitation/Mobility Instructor Trainee	38167	RC-063-15
Residential Care Worker Trainee	38279	RC-009-11

SUBTITLE B

Revenue Auditor Trainee (IL)	38375	RC-062-12
Revenue Auditor Trainee (states other than IL and not assigned to RC-062-15)	38375	RC-062-13
Revenue Auditor Trainee (see Note in Appendix B Table W)	38375	RC-062-15
Revenue Collection Officer Trainee	38405	RC-062-12
Revenue Special Agent Trainee	38565	RC-062-14
Revenue Tax Specialist Trainee	38575	RC-062-10
Security Therapy Aide Trainee	39905	RC-009-13
		RC-006-01
Social Service Aide Trainee	41285	RC-009-02
Social Services Career Trainee	41320	RC-062-12
Telecommunicator Trainee	45325	RC-014-10
Terrorism Research Specialist Trainee	45375	RC-062-14
Weatherization Specialist Trainee	49105	RC-062-12

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

**Section 310.690 Educator Schedule for Frozen RC-063 and Frozen HR-010
EMERGENCY**

The rates of pay for employees (310.600) in an Educator position shall be as determined in this Section and as shown in Appendix B Tables T and Y of this Part.

- a) Selection of the appropriate salary lane will be based on the level of academic status attained effective July 1, 2011 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 Subparts A and D of this Part shall apply to incumbents of the Educator positions, with the following exceptions:
 - 1) For HR-010 only, 310.100 (b), (c) and (m) shall not apply.
 - 2) For both RC-063 and HR-010: Section 310.100 (d) (3) and (4), (e), and (f) shall not apply.
- c) No employee shall be advanced in pay for furnishing evidence of the satisfactory completion of required course work effective July 1, 2011.
- d) Educators represented by the HR-010 bargaining unit receive the increase in pay for extracurricular activity effective August 16, 2011 provided for in the bargaining unit's agreement and listed in Appendix A Table U.

(Source: Added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

**Section 310.TABLE A RC-104 (Conservation Police Supervisors, Laborers' – ISEA Local #2002)
EMERGENCY**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Conservation Police Sergeant	09347	RC-104	Q
Conservation Police Lieutenant	09340	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

Title	S T E P S						
	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

Title	S T E P S						
	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 Natural Resources	7649	8093	8289	8289	8681	9088	9527	9616	10069	10545

Effective June 30, 2012

Title	S T E P S						
	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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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)
EMERGENCY**

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

Effective July 1, 2011

<u>Title</u>	S T E P S							
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Assistant Automotive Shop Supervisor	4101	4222	4344	4466	4586	4709	4832	4954
Automotive Shop Supervisor	5049	5206	5365	5523	5683	5841	6000	6158
Meat and Poultry Inspector Supervisor	4335	4522	4703	4881	5070	5355	5463	5517

Effective January 1, 2012

<u>Title</u>	S T E P S							
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Agricultural Executive	00800	RC-056	20
Agricultural Land and Water Resources Supervisor	00811	RC-056	21
Natural Resources Education Program Coordinator	28834	RC-056	20
Natural Resources Grant Coordinator	28835	RC-056	19
Natural Resources Manager I	28836	RC-056	20
Natural Resources Manager II	28837	RC-056	22
Natural Resources Manager III	28838	RC-056	24
Natural Resources Site Manager I	28841	RC-056	20
Natural Resources Site Manager II	28842	RC-056	22
Plant and Pesticide Specialist Supervisor	32506	RC-056	19
Security Officer Chief (See Note)	39875	RC-056	16
Security Officer Lieutenant (See Note)	39876	RC-056	14
Site Superintendent I	41211	RC-056	19
Site Superintendent II	41212	RC-056	21
Site Superintendent III	41213	RC-056	23
Veterinary Consumer Safety Officer	47911	RC-056	19
Veterinary Pathologist	47916	RC-056	23
Veterinary Supervisor I	47917	RC-056	21
Veterinary Supervisor II	47918	RC-056	22
Warehouse Examiner Supervisor	48786	RC-056	19

Effective July 1, 2011

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
14	B	3831	3982	4155	4308	4471	4732	4826	5020
14	Q	3995	4157	4339	4501	4673	4945	5043	5246
16	B	4198	4383	4566	4757	4946	5238	5346	5560
16	Q	4383	4581	4770	4969	5170	5477	5698	5927
19	B	4907	5139	5377	5605	5838	6191	6311	6566
20	B	5183	5424	5683	5928	6174	6550	6679	6946
21	B	5478	5742	6009	6284	6547	6954	7094	7376
22	B	5795	6076	6365	6659	6936	7367	7515	7816
23	B	6151	6467	6774	7087	7394	7858	8014	8335
24	B	6348	6679	6998	7322	7646	8104	8287	8617

Effective January 1, 2012

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
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

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, 2011, the Step 8 rate is increased by \$50/month for employees who have been on Step 8 for 1 year effective July 1, 2010 or are not eligible for the longevity increase as stated and have attained 10 years of continuous service and have 3 or more years creditable service at Step 8.

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE D HR-001 (Teamsters Local #726)
EMERGENCY****Full Scale Rates**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>January 1, 2010</u> <u>Mo.</u>
Highway Maintainer (Snowbirds)	18639	HR-001	Q	3664.00

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>July 1, 2011</u>		<u>January 1, 2012</u>	
				<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
Building Services Worker	05616	HR-001	B	3725	21.41	3781	21.73
Elevator Operator	13500	HR-001	B	3802	21.85	3859	22.18
Elevator Operator – Assistant Starter	13500	HR-001	B	3851	22.13	3909	22.47
Elevator Operator – Starter	13500	HR-001	B	3875	22.27	3933	22.60
Grounds Supervisor	17549	HR-001	B	5644	32.44	5729	32.93
Grounds Supervisor (Chicago Read)	17549	HR-001	B	5849	33.61	5937	34.12
Grounds Supervisor (Supervising Tractor Trailer Drivers)	17549	HR-001	B	6129	35.22	6221	35.75
Heavy Construction Equipment Operator	18465	HR-001	Q	5983	34.39	6073	34.90
Heavy Construction Equipment Operator (Bridge Crew)	18465	HR-001	Q	6069	34.88	6160	35.40
Highway Maintainer and Highway Maintainer (Tractor Mower)	18639	HR-001	Q	5859	33.67	5947	34.18
Highway Maintainer (Bridge Crew)	18639	HR-001	Q	5949	34.19	6038	34.70
Highway Maintainer (Drill Rig)	18639	HR-001	Q	5983	34.39	6073	34.90
Highway Maintainer (Emergency Patrol)	18639	HR-001	Q	5985	34.40	6075	34.91

SUBTITLE B

Highway Maintenance Lead Worker	18659	HR-001	Q	6022	34.61	6112	35.13
Highway Maintenance Lead Worker (Bridge Crew)	18659	HR-001	Q	6107	35.10	6199	35.63
Highway Maintenance Lead Worker (Emergency Patrol)	18659	HR-001	Q	6145	35.32	6237	35.84
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	HR-001	Q	6083	34.96	6174	35.48
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	18659	HR-001	Q	6168	35.45	6261	35.98
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol)	18659	HR-001	Q	6207	35.67	6300	36.21
Laborer (Maintenance)	23080	HR-001	B	5672	32.60	5757	33.09
Maintenance Equipment Operator	25020	HR-001	B	5786	33.25	5873	33.75
Maintenance Equipment Operator (Dispatcher)	25020	HR-001	B	5998	34.47	6088	34.99
Maintenance Equipment Operator (Tractor Trailer)	25020	HR-001	B	5815	33.42	5902	33.92
Maintenance Worker (not DOT, Chicago Read or DHS forensic)	25500	HR-001	B	5606	32.22	5690	32.70
Maintenance Worker (Chicago Read)	25500	HR-001	B	5786	33.25	5873	33.75
Maintenance Worker (DHS, forensic)	25500	HR-001	Q	5859	33.67	5947	34.18
Maintenance Worker (DOT, not Emergency Patrol)	25500	HR-001	B	5718	32.86	5804	33.36
Maintenance Worker (DOT, Emergency Patrol)	25500	HR-001	B	5839	33.56	5927	34.06
Power Shovel Operator (Maintenance)	33360	HR-001	B	6069	34.88	6160	35.40

New Hire Rates

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Highway Maintainer	18639	HR-001	Q

Highway Maintainer and Highway Maintainer (Tractor Mower)

New Hire Between the Dates	July 1, 2011		On employee's "new hire" anniversary July-December 2011		January 1, 2012		On employee's "new hire" anniversary January-June 2012	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/07-12/31/07)	5566	31.99	Full Scale					
(1/1/08-6/30/08)	5566	31.99			5650	32.47	Full Scale	
(7/1/08-12/31/08)	5273	30.30	5566	31.99	5650	32.47		
(1/1/09-6/30/09)	5273	30.30			5352	30.76	5650	32.47
(7/1/09-10/31/09)	4980	28.62	5273	30.30	5352	30.76		
(11/1/09-12/31/09)	4687	26.94	4980	28.62	5055	29.05	5352	30.76
(1/1/10-6/30/10)	4687	26.94			5055	29.05		
(7/1/10-12/31/10)	4394	25.25	4687	26.94	4758	27.34		
(1/1/11-6/30/11)	4394	25.25			4460	25.63	4758	27.34
(7/1/11-12/31/11)	4394	25.25			4460	25.63		
(1/1/12-6/30/12)					4460	25.63		

Highway Maintainer (Bridge Crew)

New Hire Between the Dates	July 1, 2011		On employee's "new hire" anniversary July-December 2011		January 1, 2012		On employee's "new hire" anniversary January-June 2012	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/07-12/31/07)	5652	32.48	Full Scale					
(1/1/08-6/30/08)	5652	32.48			5736	32.97	Full Scale	
(7/1/08-12/31/08)	5354	30.77	5652	32.48	5736	32.97		
(1/1/09-6/30/09)	5354	30.77			5434	31.23	5736	32.97
(7/1/09-10/31/09)	5057	29.06	5354	30.77	5434	31.23		
(11/1/09-12/31/09)	4759	27.35	5057	29.06	5132	29.49	5434	31.23
(1/1/10-6/30/10)	4759	27.35			5132	29.49		
(7/1/10-12/31/10)	4462	25.64	4759	27.35	4830	27.76		
(1/1/11-6/30/11)	4462	25.64			4529	26.03	4830	27.76
(7/1/11-12/31/11)	4462	25.64			4529	26.03		
(1/1/12-6/30/12)					4529	26.03		

Highway Maintainer (Drill Rig)

New Hire Between the Dates	July 1, 2011		On employee's "new hire" anniversary July-December 2011		January 1, 2012		On employee's "new hire" anniversary January-June 2012	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/07-12/31/07)	5684	32.67	Full Scale					
(1/1/08-6/30/08)	5684	32.67			5769	33.16	Full Scale	
(7/1/08-12/31/08)	5385	30.95	5684	32.67	5769	33.16		
(1/1/09-6/30/09)	5385	30.95			5466	31.41	5769	33.16
(7/1/09-10/31/09)	5086	29.23	5385	30.95	5466	31.41		
(11/1/09-12/31/09)	4786	27.51	5086	29.23	5162	29.67	5466	31.41
(1/1/10-6/30/10)	4786	27.51			5162	29.67		
(7/1/10-12/31/10)	4487	25.79	4786	27.51	4858	27.92		
(1/1/11-6/30/11)	4487	25.79			4555	26.18	4858	27.92
(7/1/11-12/31/11)	4487	25.79			4555	26.18		
(1/1/12-6/30/12)					4555	26.18		

Highway Maintainer (Emergency Patrol)

New Hire Between the Dates	July 1, 2011		On employee's "new hire" anniversary July-December 2011		January 1, 2012		On employee's "new hire" anniversary January-June 2012	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/07-12/31/07)	5686	32.68	Full Scale					
(1/1/08-6/30/08)	5686	32.68			5771	33.17	Full Scale	
(7/1/08-12/31/08)	5387	30.96	5686	32.68	5771	33.17		
(1/1/09-6/30/09)	5387	30.96			5468	31.43	5771	33.17
(7/1/09-10/31/09)	5087	29.24	5387	30.96	5468	31.43		
(11/1/09-12/31/09)	4788	27.52	5087	29.24	5164	29.68	5468	31.43
(1/1/10-6/30/10)	4788	27.52			5164	29.68		
(7/1/10-12/31/10)	4489	25.80	4788	27.52	4860	27.93		
(1/1/11-6/30/11)	4489	25.80			4556	26.18	4860	27.93
(7/1/11-12/31/11)	4489	25.80			4556	26.18		
(1/1/12-6/30/12)					4556	26.18		

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.

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE E RC-020 (Teamsters Local #330)
EMERGENCY****Full Scale Rates**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>January 1, 2010</u> <u>Mo.</u>
Highway Maintainer (Snowbirds)	18639	RC-020	Q	3664.00

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>July 1, 2011</u>		<u>January 1, 2012</u>	
				<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
Bridge Mechanic	05310	RC-020	Q	5901	33.91	5990	34.43
Bridge Tender	05320	RC-020	B	5579	32.06	5663	32.55
Heavy Construction Equipment Operator	18465	RC-020	Q	5983	34.39	6073	34.90
Heavy Construction Equipment Operator (Bridge Crew)	18465	RC-020	Q	6069	34.88	6160	35.40
Highway Maintainer	18639	RC-020	Q	5859	33.67	5947	34.18
Highway Maintainer (Bridge Crew)	18639	RC-020	Q	5949	34.19	6038	34.70
Highway Maintainer (Drill Rig)	18639	RC-020	Q	5983	34.39	6073	34.90
Highway Maintenance Lead Worker	18659	RC-020	Q	6022	34.61	6112	35.13
Highway Maintenance Lead Worker (Bridge Crew)	18659	RC-020	Q	6107	35.10	6199	35.63
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	RC-020	Q	6083	34.96	6174	35.48
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	18659	RC-020	Q	6168	35.45	6261	35.98
Labor Maintenance Lead Worker	22809	RC-020	B	5741	32.99	5827	33.49
Laborer (Maintenance)	23080	RC-020	B	5672	32.60	5757	33.09

SUBTITLE B

Maintenance Equipment Operator	25020	RC-020	B	5786	33.25	5873	33.75
Maintenance Equipment Operator	25020	RC-020	Q	5983	34.39	6073	34.90
Maintenance Worker (DHS)	25500	RC-020	B	5792	33.29	5879	33.79
Maintenance Worker (DOT, not Emergency Patrol)	25500	RC-020	B	5718	32.86	5804	33.36
Power Shovel Operator (Maintenance)	33360	RC-020	Q	5983	34.39	6073	34.90
Power Shovel Operator (Maintenance) (Bridge Crew)	33360	RC-020	Q	6069	34.88	6160	35.40
Silk Screen Operator	41020	RC-020	B	5910	33.97	5999	34.48

New Hire Rates

Title	Title Code	Bargaining Unit	Pay Plan Code
Highway Maintainer	18639	RC-020	Q

Highway Maintainer

<u>New Hire</u> <u>Between the Dates</u>	<u>July 1, 2011</u>		<u>On employee's "new hire" anniversary</u> <u>July-December 2011</u>		<u>January 1, 2012</u>		<u>On employee's "new hire" anniversary</u> <u>January-June 2012</u>	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/07-12/31/07)	5566	31.99	Full Scale					
(1/1/08-6/30/08)	5566	31.99			5650	32.47	Full Scale	
(7/1/08-12/31/08)	5273	30.30	5566	31.99	5650	32.47		
(1/1/09-6/30/09)	5273	30.30			5352	30.76	5650	32.47
(7/1/09-10/31/09)	4980	28.62	5273	30.30	5352	30.76		
(11/1/09-12/31/09)	4687	26.94	4980	28.62	5055	29.05	5352	30.76
(1/1/10-6/30/10)	4687	26.94			5055	29.05		
(7/1/10-12/31/10)	4394	25.25	4687	26.94	4758	27.34		
(1/1/11-6/30/11)	4394	25.25			4460	25.63	4758	27.34
(7/1/11-12/31/11)	4394	25.25			4460	25.63		
(1/1/12-6/30/12)					4460	25.63		

Highway Maintainer (Bridge Crew)

New Hire Between the Dates	July 1, 2011		On employee's "new hire" anniversary July-December 2011		January 1, 2012		On employee's "new hire" anniversary January-June 2012	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/07-12/31/07)	5652	32.48	Full Scale					
(1/1/08-6/30/08)	5652	32.48			5736	32.97	Full Scale	
(7/1/08-12/31/08)	5354	30.77	5652	32.48	5736	32.97		
(1/1/09-6/30/09)	5354	30.77			5434	31.23	5736	32.97
(7/1/09-10/31/09)	5057	29.06	5354	30.77	5434	31.23		
(11/1/09-12/31/09)	4759	27.35	5057	29.06	5132	29.49	5434	31.23
(1/1/10-6/30/10)	4759	27.35			5132	29.49		
(7/1/10-12/31/10)	4462	25.64	4759	27.35	4830	27.76		
(1/1/11-6/30/11)	4462	25.64			4529	26.03	4830	27.76
(7/1/11-12/31/11)	4462	25.64			4529	26.03		
(1/1/12-6/30/12)					4529	26.03		

Highway Maintainer (Drill Rig)

New Hire Between the Dates	July 1, 2011		On employee's "new hire" anniversary July-December 2011		January 1, 2012		On employee's "new hire" anniversary January-June 2012	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/07-12/31/07)	5684	32.67	Full Scale					
(1/1/08-6/30/08)	5684	32.67			5769	33.16	Full Scale	
(7/1/08-12/31/08)	5385	30.95	5684	32.67	5769	33.16		
(1/1/09-6/30/09)	5385	30.95			5466	31.41	5769	33.16
(7/1/09-10/31/09)	5086	29.23	5385	30.95	5466	31.41		
(11/1/09-12/31/09)	4786	27.51	5086	29.23	5162	29.67	5466	31.41
(1/1/10-6/30/10)	4786	27.51			5162	29.67		
(7/1/10-12/31/10)	4487	25.79	4786	27.51	4858	27.92		
(1/1/11-6/30/11)	4487	25.79			4555	26.18	4858	27.92
(7/1/11-12/31/11)	4487	25.79			4555	26.18		
(1/1/12-6/30/12)					4555	26.18		

SUBTITLE B

Effective July 1, 2011, the clothing allowance for 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.

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

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

Full Scale Rates

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>January 1, 2010 Mo.</u>
Highway Maintainer (Snowbirds)	18639	RC-019	Q	3664.00

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>July 1, 2011</u>		<u>January 1, 2012</u>	
				<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
Bridge Mechanic	05310	RC-019	Q	5894	33.87	5982	34.38
Bridge Tender	05320	RC-019	B	5930	34.08	6018	34.59
Deck Hand	11500	RC-019	B	5694	32.72	5782	33.23
Ferry Operator I	14801	RC-019	B	5930	34.08	6018	34.59
Ferry Operator II	14802	RC-019	B	5982	34.38	6070	34.89
Highway Maintainer	18639	RC-019	Q	5859	33.67	5947	34.18
Highway Maintainer (Bridge Crew)	18639	RC-019	Q	5934	34.10	6022	34.61
Highway Maintainer (Drill Rig)	18639	RC-019	Q	5964	34.28	6052	34.78
Highway Maintainer (Emergency Patrol)	18639	RC-019	Q	5966	34.29	6054	34.79

SUBTITLE B

Highway Maintenance Lead Worker	18659	RC-019	Q	5997	34.47	6085	34.97
Highway Maintenance Lead Worker (Bridge Crew)	18659	RC-019	Q	6071	34.89	6159	35.40
Highway Maintenance Lead Worker (Emergency Patrol)	18659	RC-019	Q	6104	35.08	6192	35.59
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	RC-019	Q	6050	34.77	6138	35.28
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	18659	RC-019	Q	6124	35.20	6212	35.70
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol)	18659	RC-019	Q	6129	35.22	6217	35.73
Janitor I (Including Office of Administration)	21951	RC-019	B	5486	31.53	5574	32.03
Janitor II (Including Office of Administration)	21952	RC-019	B	5519	31.72	5607	32.22
Labor Maintenance Lead Worker	22809	RC-019	B	5756	33.08	5844	33.59
Laborer (Maintenance)	23080	RC-019	B	5697	32.74	5785	33.25
Maintenance Equipment Operator	25020	RC-019	B	5794	33.30	5882	33.80
Maintenance Equipment Operator	25020	RC-019	Q	5964	34.28	6052	34.78
Maintenance Equipment Operator	25020	RC-019	S	6017	34.58	6105	35.09
Maintenance Equipment Operator (DHS, forensic)	25020	RC-019	Q	5859	33.67	5947	34.18
Maintenance Worker	25500	RC-019	B	5735	32.96	5823	33.47
Maintenance Worker	25500	RC-019	Q	5800	33.33	5888	33.84

SUBTITLE B

Power Shovel Operator (Maintenance)	33360	RC-019	B	5898	33.90	5986	34.40
Power Shovel Operator (Maintenance)	33360	RC-019	Q	5964	34.28	6052	34.78
Power Shovel Operator (Maintenance) (Bridge Crew)	33360	RC-019	Q	6039	34.71	6127	35.21
Security Guard I	39851	RC-019	B	5515	31.70	5603	32.20
Security Guard II	39852	RC-019	B	5565	31.98	5653	32.49
Silk Screen Operator	41020	RC-019	B	5903	33.93	5991	34.43

New Hire Rates

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Highway Maintainer	18639	RC-019	Q

Highway Maintainer and Highway Maintainer (Tractor Mower)

<u>New Hire Between the Dates</u>	<u>July 1, 2011</u>		<u>On employee's "new hire" anniversary July-December 2011</u>		<u>January 1, 2012</u>		<u>On employee's "new hire" anniversary January-June 2012</u>	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/07-12/31/07)	5566	31.99	Full Scale					
(1/1/08-6/30/08)	5566	31.99			5650	32.47	Full Scale	
(7/1/08-12/31/08)	5273	30.30	5566	31.99	5650	32.47		
(1/1/09-6/30/09)	5273	30.30			5352	30.76	5650	32.47
(7/1/09-10/31/09)	4980	28.62	5273	30.30	5352	30.76		
(11/1/09-12/31/09)	4687	26.94	4980	28.62	5055	29.05	5352	30.76
(1/1/10-6/30/10)	4687	26.94			5055	29.05		
(7/1/10-12/31/10)	4394	25.25	4687	26.94	4758	27.34		
(1/1/11-6/30/11)	4394	25.25			4460	25.63	4758	27.34
(7/1/11-12/31/11)	4394	25.25			4460	25.63		
(1/1/12-6/30/12)					4460	25.63		

Highway Maintainer (Bridge Crew)

New Hire Between the Dates	July 1, 2011		On employee's "new hire" anniversary July-December 2011		January 1, 2012		On employee's "new hire" anniversary January-June 2012	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/07-12/31/07)	5637	32.40	Full Scale					
(1/1/08-6/30/08)	5637	32.40			5721	32.88	Full Scale	
(7/1/08-12/31/08)	5341	30.70	5637	32.40	5721	32.88		
(1/1/09-6/30/09)	5341	30.70			5420	31.15	5721	32.88
(7/1/09-10/31/09)	5044	28.99	5341	30.70	5420	31.15		
(11/1/09-12/31/09)	4747	27.28	5044	28.99	5119	29.42	5420	31.15
(1/1/10-6/30/10)	4747	27.28			5119	29.42		
(7/1/10-12/31/10)	4451	25.58	4747	27.28	4818	27.69		
(1/1/11-6/30/11)	4451	25.58			4517	25.96	4818	27.69
(7/1/11-12/31/11)	4451	25.58			4517	25.96		
(1/1/12-6/30/12)					4517	25.96		

Highway Maintainer (Drill Rig)

New Hire Between the Dates	July 1, 2011		On employee's "new hire" anniversary July-December 2011		January 1, 2012		On employee's "new hire" anniversary January-June 2012	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/07-12/31/07)	5666	32.56	Full Scale					
(1/1/08-6/30/08)	5666	32.56			5749	33.04	Full Scale	
(7/1/08-12/31/08)	5368	30.85	5666	32.56	5749	33.04		
(1/1/09-6/30/09)	5368	30.85			5447	31.30	5749	33.04
(7/1/09-10/31/09)	5069	29.13	5368	30.85	5447	31.30		
(11/1/09-12/31/09)	4771	27.42	5069	29.13	5144	29.56	5447	31.30
(1/1/10-6/30/10)	4771	27.42			5144	29.56		
(7/1/10-12/31/10)	4473	25.71	4771	27.42	4842	27.83		
(1/1/11-6/30/11)	4473	25.71			4539	26.09	4842	27.83
(7/1/11-12/31/11)	4473	25.71			4539	26.09		
(1/1/12-6/30/12)					4539	26.09		

Highway Maintainer (Emergency Patrol)

<u>New Hire</u> <u>Between the Dates</u>	<u>July 1, 2011</u>		<u>On employee's "new hire" anniversary</u> <u>July-December 2011</u>		<u>January 1, 2012</u>		<u>On employee's "new hire" anniversary</u> <u>January-June 2012</u>	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/07-12/31/07)	5668	32.57	Full Scale					
(1/1/08-6/30/08)	5668	32.57			5751	33.05	Full Scale	
(7/1/08-12/31/08)	5369	30.86	5668	32.57	5751	33.05		
(1/1/09-6/30/09)	5369	30.86			5449	31.32	5751	33.05
(7/1/09-10/31/09)	5071	29.14	5369	30.86	5449	31.32		
(11/1/09-12/31/09)	4773	27.43	5071	29.14	5146	29.57	5449	31.32
(1/1/10-6/30/10)	4773	27.43			5146	29.57		
(7/1/10-12/31/10)	4475	25.72	4773	27.43	4843	27.83		
(1/1/11-6/30/11)	4475	25.72			4541	26.10	4843	27.83
(7/1/11-12/31/11)	4475	25.72			4541	26.10		
(1/1/12-6/30/12)					4541	26.10		

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.

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE G RC-045 (Automotive Mechanics, IFPE)
EMERGENCY**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>July 1, 2011 Monthly Rate</u>	<u>January 1, 2012 Monthly Rate</u>
Auto & Body Repairer (See Note)	03680	RC-045	B	5352	5432
Auto & Body Repairer (See Note)	03680	RC-045	Q	5541	5624
Auto & Body Repairer (See Note)	03680	RC-045	S	5620	5704
Automotive Attendant I (See Note)	03696	RC-045	B	3233	3281
Automotive Attendant I (See Note)	03696	RC-045	Q	3361	3411
Automotive Attendant I (See Note)	03696	RC-045	S	3433	3484
Automotive Attendant II (See Note)	03697	RC-045	B	3452	3504
Automotive Attendant II (See Note)	03697	RC-045	Q	3588	3642
Automotive Attendant II (See Note)	03697	RC-045	S	3659	3714
Automotive Mechanic (See Note)	03700	RC-045	B	5352	5432
Automotive Mechanic (See Note)	03700	RC-045	Q	5541	5624
Automotive Mechanic (See Note)	03700	RC-045	S	5620	5704
Automotive Parts Warehouse	03730	RC-045	B	5141	5218
Automotive Parts Warehouse Specialist	03734	RC-045	B	5240	5319
Small Engine Mechanic	41150	RC-045	B	4711	4782
Storekeeper I (See Note)	43051	RC-045	B	5036	5112
Storekeeper II (See Note)	43052	RC-045	B	5144	5221

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.

Note: 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).

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

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

**Effective July 1, 2011
Bargaining Unit: RC-006**

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
01	Q	2869	2946	3021	3091	3175	3243	3378	3515
01	S	2942	3016	3093	3158	3243	3313	3450	3587
02	Q	2943	3017	3090	3168	3248	3324	3464	3601
02	S	3013	3089	3157	3239	3320	3393	3531	3674
03	Q	3017	3091	3181	3260	3338	3425	3561	3703
03	S	3089	3158	3250	3330	3408	3495	3634	3780
04	Q	3091	3183	3264	3360	3447	3536	3691	3840
04	S	3158	3254	3333	3428	3515	3608	3764	3914
05	Q	3291	3392	3501	3607	3723	3833	4013	4174
05	S	3362	3464	3574	3681	3795	3905	4091	4254
06	Q	3475	3607	3725	3846	3973	4100	4320	4491
06	S	3547	3681	3796	3920	4049	4180	4396	4572
07	Q	3497	3607	3735	3845	3984	4100	4311	4484
07	S	3570	3681	3806	3918	4059	4180	4387	4563
08	Q	3751	3889	4025	4182	4325	4464	4711	4899
08	S	3822	3961	4101	4261	4402	4545	4791	4981
09	Q	3756	3894	4036	4196	4342	4501	4746	4937
09	S	3829	3968	4116	4272	4423	4581	4825	5017

SUBTITLE B

10	Q	3904	4050	4219	4380	4545	4713	4979	5180
10	S	3983	4127	4297	4457	4625	4794	5058	5261
11	Q	4085	4254	4419	4605	4780	4963	5250	5460
11	S	4161	4330	4493	4685	4858	5049	5328	5543
12	Q	4256	4434	4627	4818	5007	5194	5495	5714
12	S	4332	4515	4709	4896	5090	5272	5574	5797
13	Q	4450	4653	4862	5066	5273	5489	5805	6036
13	S	4530	4734	4944	5151	5356	5567	5884	6121
14	Q	4521	4733	4947	5152	5361	5574	5902	6136
14	S	4602	4814	5027	5233	5442	5651	5982	6221
15	Q	4670	4888	5108	5320	5546	5767	6098	6341
15	S	4749	4968	5192	5402	5631	5847	6179	6428

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
01	Q	2926	3004	3080	3151	3238	3306	3444	3584
01	S	2999	3075	3153	3220	3306	3378	3517	3658
02	Q	3000	3076	3150	3230	3311	3389	3532	3671
02	S	3072	3149	3219	3302	3385	3459	3600	3746
03	Q	3076	3151	3244	3324	3404	3492	3631	3775
03	S	3149	3220	3313	3396	3475	3563	3706	3854
04	Q	3151	3246	3328	3426	3514	3606	3764	3916
04	S	3220	3318	3399	3495	3584	3678	3838	3990

SUBTITLE B

05	Q	3355	3458	3569	3677	3796	3908	4091	4256
05	S	3428	3532	3644	3753	3870	3981	4171	4338
06	Q	3543	3677	3798	3922	4051	4181	4404	4579
06	S	3616	3753	3871	3997	4129	4262	4482	4661
07	Q	3565	3677	3808	3921	4062	4181	4395	4572
07	S	3640	3753	3880	3995	4138	4262	4473	4653
08	Q	3824	3966	4104	4264	4410	4551	4804	4995
08	S	3897	4038	4182	4344	4489	4634	4885	5078
09	Q	3829	3971	4115	4279	4427	4590	4839	5034
09	S	3904	4046	4196	4356	4509	4671	4919	5116
10	Q	3980	4130	4301	4466	4634	4806	5076	5281
10	S	4061	4208	4382	4545	4715	4888	5157	5364
11	Q	4165	4338	4505	4696	4873	5061	5353	5567
11	S	4242	4415	4581	4777	4954	5148	5433	5651
12	Q	4340	4521	4717	4913	5105	5296	5602	5826
12	S	4417	4603	4802	4992	5190	5376	5684	5910
13	Q	4538	4744	4958	5166	5377	5596	5919	6155
13	S	4619	4827	5041	5252	5461	5676	6000	6241
14	Q	4609	4826	5044	5253	5466	5684	6017	6257
14	S	4692	4909	5125	5335	5548	5762	6100	6343
15	Q	4761	4984	5208	5425	5654	5880	6217	6466
15	S	4842	5066	5294	5508	5742	5961	6300	6554

Effective January 1, 2012
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
01	Q	2905	2983	3059	3130	3215	3284	3420	3559
01	S	2979	3054	3132	3197	3284	3354	3493	3632
02	Q	2980	3055	3129	3208	3289	3366	3507	3646
02	S	3051	3128	3196	3279	3362	3435	3575	3720
03	Q	3055	3130	3221	3301	3380	3468	3606	3749
03	S	3128	3197	3291	3372	3451	3539	3679	3827
04	Q	3130	3223	3305	3402	3490	3580	3737	3888
04	S	3197	3295	3375	3471	3559	3653	3811	3963
05	Q	3332	3434	3545	3652	3770	3881	4063	4226
05	S	3404	3507	3619	3727	3842	3954	4142	4307
06	Q	3518	3652	3772	3894	4023	4151	4374	4547
06	S	3591	3727	3843	3969	4100	4232	4451	4629
07	Q	3541	3652	3782	3893	4034	4151	4365	4540
07	S	3615	3727	3854	3967	4110	4232	4442	4620
08	Q	3798	3938	4075	4234	4379	4520	4770	4960
08	S	3870	4011	4152	4314	4457	4602	4851	5043
09	Q	3803	3943	4086	4248	4396	4557	4805	4999
09	S	3877	4018	4167	4325	4478	4638	4885	5080
10	Q	3953	4101	4272	4435	4602	4772	5041	5245
10	S	4033	4179	4351	4513	4683	4854	5121	5327

SUBTITLE B

11	Q	4136	4307	4474	4663	4840	5025	5316	5528
11	S	4213	4384	4549	4744	4919	5112	5395	5612
12	Q	4309	4489	4685	4878	5070	5259	5564	5785
12	S	4386	4571	4768	4957	5154	5338	5644	5869
13	Q	4506	4711	4923	5129	5339	5558	5878	6111
13	S	4587	4793	5006	5215	5423	5637	5958	6198
14	Q	4578	4792	5009	5216	5428	5644	5976	6213
14	S	4660	4874	5090	5298	5510	5722	6057	6299
15	Q	4728	4949	5172	5387	5615	5839	6174	6420
15	S	4808	5030	5257	5470	5701	5920	6256	6508

Effective February 1, 2012

Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S							
		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

SUBTITLE B

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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

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

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

SUBTITLE B

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

Effective July 1, 2011
Bargaining Unit: RC-009

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
01	B	2635	2694	2766	2832	2900	2969	3091	3215
01	Q	2739	2799	2873	2945	3014	3084	3215	3345
02	B	2694	2766	2840	2904	2985	3052	3181	3311
02	Q	2799	2873	2949	3018	3103	3172	3308	3440

SUBTITLE B

03	B	2715	2799	2889	2979	3074	3172	3300	3433
03	Q	2820	2909	3003	3097	3198	3297	3432	3570
04	B	2761	2832	2903	2979	3057	3127	3259	3389
04	Q	2869	2945	3017	3097	3177	3252	3390	3526
05	B	2781	2867	2959	3052	3150	3250	3380	3517
05	Q	2893	2981	3078	3172	3277	3379	3516	3657
06	B	2845	2919	2997	3080	3159	3247	3384	3519
06	Q	2953	3033	3117	3204	3287	3375	3519	3660
07	B	2904	2993	3068	3158	3244	3329	3472	3610
07	Q	3018	3110	3192	3286	3373	3465	3618	3762
08	B	2919	3001	3089	3176	3261	3354	3506	3645
08	Q	3033	3120	3213	3301	3393	3487	3650	3797
09	B	2930	3021	3119	3216	3321	3430	3579	3721
09	Q	3047	3143	3242	3347	3455	3572	3726	3876
10	B	2993	3080	3167	3260	3350	3447	3607	3752
10	Q	3110	3204	3292	3392	3482	3588	3756	3907
11	B	3001	3096	3186	3287	3377	3473	3637	3783
11	Q	3120	3222	3314	3421	3512	3619	3788	3941
12	B	3017	3114	3213	3316	3421	3535	3690	3838
12	Q	3139	3237	3342	3450	3561	3685	3844	3998
13	B	3096	3192	3294	3396	3505	3608	3779	3930
13	Q	3222	3320	3428	3533	3648	3757	3937	4096
14	B	3104	3201	3309	3410	3525	3645	3807	3959
14	Q	3227	3330	3440	3550	3672	3797	3968	4127

SUBTITLE B

15	B	3172	3270	3379	3485	3603	3708	3888	4042
15	Q	3297	3400	3515	3630	3754	3861	4053	4216
16	B	3195	3313	3410	3523	3634	3746	3938	4097
16	Q	3324	3445	3550	3671	3785	3904	4112	4276
17	B	3198	3300	3410	3522	3642	3765	3954	4112
17	Q	3327	3432	3550	3670	3795	3925	4127	4292
18	B	3228	3331	3447	3560	3681	3805	3986	4143
18	Q	3360	3468	3588	3708	3836	3966	4160	4325
19	B	3273	3396	3506	3621	3739	3855	4059	4221
19	Q	3403	3533	3650	3773	3895	4019	4235	4406
20	B	3300	3421	3533	3656	3776	3898	4133	4300
20	Q	3432	3561	3682	3807	3935	4066	4319	4490
21	B	3394	3510	3621	3744	3871	4004	4222	4392
21	Q	3531	3656	3773	3900	4036	4180	4408	4585
22	B	3447	3574	3690	3828	3954	4100	4320	4491
22	Q	3588	3721	3844	3992	4127	4277	4511	4691
23	B	3529	3659	3786	3931	4065	4199	4429	4605
23	Q	3676	3812	3948	4100	4245	4382	4629	4812
24	B	3535	3666	3798	3943	4085	4230	4457	4639
24	Q	3685	3819	3960	4115	4264	4423	4664	4851
25	B	3841	3995	4151	4330	4492	4670	4942	5139
25	Q	4005	4172	4335	4524	4697	4881	5165	5372
26	B	3996	4174	4347	4531	4712	4890	5177	5381
26	Q	4173	4355	4541	4735	4926	5108	5410	5628

SUBTITLE B

27	B	4190	4370	4559	4748	4936	5119	5413	5630
27	Q	4378	4566	4766	4962	5156	5351	5653	5879

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
01	B	2686	2747	2820	2887	2957	3027	3151	3278
01	Q	2792	2854	2930	3002	3073	3145	3278	3410
02	B	2747	2820	2895	2961	3043	3112	3244	3376
02	Q	2854	2930	3007	3077	3164	3234	3373	3508
03	B	2768	2854	2945	3038	3135	3234	3364	3501
03	Q	2876	2966	3062	3157	3260	3361	3500	3640
04	B	2815	2887	2960	3038	3117	3189	3323	3456
04	Q	2926	3002	3076	3157	3240	3316	3457	3595
05	B	2835	2923	3017	3112	3212	3313	3447	3586
05	Q	2949	3040	3139	3234	3342	3446	3585	3728
06	B	2901	2976	3056	3141	3221	3310	3451	3588
06	Q	3011	3093	3178	3267	3352	3441	3588	3732
07	B	2961	3051	3128	3220	3307	3395	3540	3681
07	Q	3077	3171	3254	3351	3439	3533	3689	3836
08	B	2976	3060	3149	3239	3325	3420	3574	3717
08	Q	3093	3181	3276	3365	3459	3556	3721	3872
09	B	2988	3080	3180	3279	3386	3498	3649	3794
09	Q	3106	3204	3305	3412	3522	3642	3799	3952

CMS 80 ILLINOIS ADMINISTRATIVE CODE CH. I, SEC.310.App.ATb.I
 SUBTITLE B

10	B	3051	3141	3229	3324	3415	3514	3677	3825
10	Q	3171	3267	3356	3458	3551	3659	3829	3983
11	B	3060	3156	3249	3352	3443	3541	3709	3857
11	Q	3181	3285	3379	3488	3581	3690	3863	4019
12	B	3076	3175	3276	3381	3488	3605	3763	3914
12	Q	3200	3301	3407	3517	3631	3758	3920	4077
13	B	3156	3254	3358	3462	3573	3678	3853	4007
13	Q	3285	3385	3495	3603	3719	3830	4014	4177
14	B	3165	3264	3374	3477	3594	3717	3881	4036
14	Q	3291	3396	3508	3619	3744	3872	4046	4208
15	B	3234	3334	3446	3554	3673	3780	3964	4122
15	Q	3361	3466	3584	3701	3827	3936	4133	4298
16	B	3257	3378	3477	3592	3706	3820	4015	4178
16	Q	3389	3512	3619	3743	3859	3980	4192	4360
17	B	3260	3364	3477	3591	3714	3839	4031	4192
17	Q	3392	3500	3619	3742	3870	4002	4208	4376
18	B	3292	3397	3514	3630	3753	3879	4064	4224
18	Q	3426	3536	3659	3780	3911	4044	4241	4410
19	B	3337	3462	3574	3692	3813	3930	4138	4304
19	Q	3469	3603	3721	3847	3972	4098	4318	4493
20	B	3364	3488	3603	3727	3850	3975	4214	4385
20	Q	3500	3631	3754	3881	4012	4145	4403	4578
21	B	3460	3579	3692	3818	3947	4082	4305	4478
21	Q	3600	3727	3847	3977	4115	4262	4495	4675

CMS 80 ILLINOIS ADMINISTRATIVE CODE CH. I, SEC.310.App.ATb.I
 SUBTITLE B

22	B	3514	3644	3763	3903	4031	4181	4404	4579
22	Q	3659	3794	3920	4071	4208	4361	4600	4783
23	B	3598	3730	3860	4008	4144	4282	4516	4696
23	Q	3748	3886	4026	4181	4328	4468	4720	4907
24	B	3605	3738	3873	4021	4165	4313	4545	4730
24	Q	3758	3894	4037	4195	4347	4509	4756	4946
25	B	3917	4074	4233	4415	4580	4761	5039	5240
25	Q	4083	4254	4420	4612	4789	4976	5267	5478
26	B	4075	4256	4432	4620	4805	4986	5278	5486
26	Q	4255	4441	4630	4828	5022	5208	5516	5739
27	B	4272	4455	4649	4841	5033	5220	5519	5741
27	Q	4464	4655	4860	5060	5257	5456	5764	5995

Effective January 1, 2012
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
01	B	2668	2728	2801	2867	2936	3006	3130	3255
01	Q	2773	2834	2909	2982	3052	3123	3255	3387
02	B	2728	2801	2876	2940	3022	3090	3221	3352
02	Q	2834	2909	2986	3056	3142	3212	3349	3483
03	B	2749	2834	2925	3016	3112	3212	3341	3476
03	Q	2855	2945	3041	3136	3238	3338	3475	3615
04	B	2796	2867	2939	3016	3095	3166	3300	3431
04	Q	2905	2982	3055	3136	3217	3293	3432	3570

SUBTITLE B

05	B	2816	2903	2996	3090	3189	3291	3422	3561
05	Q	2929	3018	3116	3212	3318	3421	3560	3703
06	B	2881	2955	3034	3119	3198	3288	3426	3563
06	Q	2990	3071	3156	3244	3328	3417	3563	3706
07	B	2940	3030	3106	3197	3285	3371	3515	3655
07	Q	3056	3149	3232	3327	3415	3508	3663	3809
08	B	2955	3039	3128	3216	3302	3396	3550	3691
08	Q	3071	3159	3253	3342	3435	3531	3696	3844
09	B	2967	3059	3158	3256	3363	3473	3624	3768
09	Q	3085	3182	3283	3389	3498	3617	3773	3924
10	B	3030	3119	3207	3301	3392	3490	3652	3799
10	Q	3149	3244	3333	3434	3526	3633	3803	3956
11	B	3039	3135	3226	3328	3419	3516	3682	3830
11	Q	3159	3262	3355	3464	3556	3664	3835	3990
12	B	3055	3153	3253	3357	3464	3579	3736	3886
12	Q	3178	3277	3384	3493	3606	3731	3892	4048
13	B	3135	3232	3335	3438	3549	3653	3826	3979
13	Q	3262	3362	3471	3577	3694	3804	3986	4147
14	B	3143	3241	3350	3453	3569	3691	3855	4008
14	Q	3267	3372	3483	3594	3718	3844	4018	4179
15	B	3212	3311	3421	3529	3648	3754	3937	4093
15	Q	3338	3443	3559	3675	3801	3909	4104	4269
16	B	3235	3354	3453	3567	3679	3793	3987	4148
16	Q	3366	3488	3594	3717	3832	3953	4163	4329

SUBTITLE B

17	B	3238	3341	3453	3566	3688	3812	4003	4163
17	Q	3369	3475	3594	3716	3842	3974	4179	4346
18	B	3268	3373	3490	3605	3727	3853	4036	4195
18	Q	3402	3511	3633	3754	3884	4016	4212	4379
19	B	3314	3438	3550	3666	3786	3903	4110	4274
19	Q	3446	3577	3696	3820	3944	4069	4288	4461
20	B	3341	3464	3577	3702	3823	3947	4185	4354
20	Q	3475	3606	3728	3855	3984	4117	4373	4546
21	B	3436	3554	3666	3791	3919	4054	4275	4447
21	Q	3575	3702	3820	3949	4086	4232	4463	4642
22	B	3490	3619	3736	3876	4003	4151	4374	4547
22	Q	3633	3768	3892	4042	4179	4330	4567	4750
23	B	3573	3705	3833	3980	4116	4251	4484	4663
23	Q	3722	3860	3997	4151	4298	4437	4687	4872
24	B	3579	3712	3845	3992	4136	4283	4513	4697
24	Q	3731	3867	4010	4166	4317	4478	4722	4912
25	B	3889	4045	4203	4384	4548	4728	5004	5203
25	Q	4055	4224	4389	4581	4756	4942	5230	5439
26	B	4046	4226	4401	4588	4771	4951	5242	5448
26	Q	4225	4409	4598	4794	4988	5172	5478	5698
27	B	4242	4425	4616	4807	4998	5183	5481	5700
27	Q	4433	4623	4826	5024	5220	5418	5724	5952

SUBTITLE B

Effective February 1, 2012**Bargaining Unit: RC-009**

Pay Grade	Pay Plan Code	S T E P S							
		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

SUBTITLE B

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

SUBTITLE B

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

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

SUBTITLE B

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 I	32085	RC-014	11
Photographer II	32086	RC-014	14
Photographer III	32087	RC-014	15
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

SUBTITLE B

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, 2011
Bargaining Unit: RC-014**

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
02	B	2578	2635	2694	2765	2827	2894	3001	3120
02	Q	2675	2739	2799	2872	2942	3009	3120	3245
02	S	2749	2806	2867	2944	3012	3078	3190	3318
02H	B	15.86	16.22	16.58	17.02	17.40	17.81	18.47	19.20
02H	Q	16.46	16.86	17.22	17.67	18.10	18.52	19.20	19.97
02H	S	16.92	17.27	17.64	18.12	18.54	18.94	19.63	20.42
03	B	2635	2694	2766	2832	2900	2969	3091	3215
03	Q	2739	2799	2873	2945	3014	3084	3215	3345
03	S	2806	2867	2945	3015	3082	3154	3284	3414
03.5	B	2694	2761	2832	2902	2969	3044	3172	3298
03.5	Q	2799	2869	2945	3016	3084	3162	3297	3430
03.5	S	2867	2942	3015	3086	3154	3233	3369	3504
04	B	2694	2766	2840	2904	2985	3052	3181	3311
04	Q	2799	2873	2949	3018	3103	3172	3308	3440
04	S	2867	2945	3019	3090	3174	3241	3377	3513
04.5	B	2761	2832	2903	2979	3057	3127	3259	3389
04.5	Q	2869	2945	3017	3097	3177	3252	3390	3526
04.5	S	2942	3015	3089	3164	3245	3323	3463	3600
05	B	2766	2845	2917	2993	3066	3142	3271	3401
05	Q	2873	2953	3032	3110	3186	3267	3401	3536
05	S	2945	3021	3103	3182	3259	3336	3472	3610

SUBTITLE B

05.5	B	2832	2904	2990	3065	3142	3224	3356	3487
05.5	Q	2945	3018	3108	3185	3267	3356	3488	3629
05.5	S	3015	3090	3179	3258	3336	3424	3560	3702
06	B	2845	2919	2997	3080	3159	3247	3384	3519
06	Q	2953	3033	3117	3204	3287	3375	3519	3660
06	S	3021	3104	3184	3276	3359	3447	3592	3737
07	B	2919	3001	3089	3176	3261	3354	3506	3645
07	Q	3033	3120	3213	3301	3393	3487	3650	3797
07	S	3104	3190	3281	3372	3465	3557	3723	3871
08	B	3001	3096	3186	3287	3377	3473	3637	3783
08	Q	3120	3222	3314	3421	3512	3619	3788	3941
08	S	3190	3288	3384	3492	3587	3690	3861	4015
09	B	3096	3192	3294	3396	3505	3608	3779	3930
09	Q	3222	3320	3428	3533	3648	3757	3937	4096
09	S	3288	3389	3498	3606	3722	3830	4012	4173
10	B	3195	3313	3410	3523	3634	3746	3938	4097
10	Q	3324	3445	3550	3671	3785	3904	4112	4276
10	S	3393	3514	3622	3741	3857	3983	4188	4355
10.5	B	3290	3396	3512	3620	3745	3855	4052	4215
10.5	Q	3425	3533	3657	3772	3902	4019	4226	4397
10.5	S	3495	3606	3731	3842	3982	4098	4308	4482
11	B	3314	3426	3536	3665	3785	3903	4110	4274
11	Q	3447	3570	3686	3818	3946	4070	4290	4461
11	S	3515	3639	3756	3891	4020	4147	4367	4540
12	B	3447	3574	3690	3828	3954	4100	4320	4491
12	Q	3588	3721	3844	3992	4127	4277	4511	4691
12	S	3658	3792	3916	4068	4206	4357	4591	4775

SUBTITLE B

12.5	B	3529	3659	3786	3931	4065	4199	4429	4605
12.5	Q	3676	3812	3948	4100	4245	4382	4629	4812
12.5	S	3746	3886	4022	4180	4324	4461	4710	4897
13	B	3577	3708	3849	3993	4138	4294	4532	4713
13	Q	3725	3861	4013	4171	4323	4482	4737	4926
13	S	3796	3936	4091	4250	4399	4563	4818	5011
14	B	3729	3871	4022	4199	4351	4517	4780	4971
14	Q	3888	4036	4201	4382	4547	4721	4996	5194
14	S	3960	4116	4276	4461	4627	4802	5075	5275
15	B	3878	4049	4216	4380	4559	4729	5013	5212
15	Q	4046	4223	4399	4577	4766	4942	5237	5448
15	S	4121	4302	4477	4658	4847	5021	5319	5531
16	B	4059	4240	4429	4611	4805	4997	5292	5503
16	Q	4235	4429	4629	4822	5020	5221	5532	5755
16	S	4317	4508	4710	4905	5101	5304	5609	5833
17	B	4253	4448	4653	4851	5048	5252	5564	5787
17	Q	4437	4650	4864	5066	5272	5489	5814	6049
17	S	4518	4732	4946	5151	5354	5567	5900	6134
18	B	4476	4691	4910	5134	5342	5557	5887	6124
18	Q	4675	4907	5133	5366	5585	5807	6156	6401
18	S	4753	4984	5212	5447	5666	5891	6233	6484
19	B	4716	4957	5191	5430	5661	5897	6256	6506
19	Q	4929	5182	5421	5680	5916	6165	6536	6798
19	S	5012	5263	5505	5760	5999	6246	6616	6881
20	B	4983	5236	5478	5739	5989	6237	6615	6880
20	Q	5208	5470	5728	6000	6258	6518	6917	7192
20	S	5291	5552	5807	6079	6338	6599	6994	7274

SUBTITLE B

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
02	B	2628	2686	2747	2819	2883	2950	3060	3181
02	Q	2728	2792	2854	2929	2999	3068	3181	3308
02	S	2803	2861	2923	3001	3071	3139	3252	3383
02H	B	16.17	16.53	16.90	17.35	17.74	18.15	18.83	19.58
02H	Q	16.79	17.18	17.56	18.02	18.46	18.88	19.58	20.36
02H	S	17.25	17.61	17.99	18.47	18.90	19.32	20.01	20.82
03	B	2686	2747	2820	2887	2957	3027	3151	3278
03	Q	2792	2854	2930	3002	3073	3145	3278	3410
03	S	2861	2923	3002	3074	3143	3216	3349	3481
03.5	B	2747	2815	2887	2959	3027	3103	3234	3362
03.5	Q	2854	2926	3002	3075	3145	3224	3361	3498
03.5	S	2923	2999	3074	3146	3216	3297	3435	3572
04	B	2747	2820	2895	2961	3043	3112	3244	3376
04	Q	2854	2930	3007	3077	3164	3234	3373	3508
04	S	2923	3002	3078	3150	3236	3304	3443	3582
04.5	B	2815	2887	2960	3038	3117	3189	3323	3456
04.5	Q	2926	3002	3076	3157	3240	3316	3457	3595
04.5	S	2999	3074	3149	3226	3308	3388	3531	3670
05	B	2820	2901	2974	3051	3126	3203	3335	3467
05	Q	2930	3011	3092	3171	3249	3331	3467	3606
05	S	3002	3080	3164	3245	3323	3402	3540	3681

SUBTITLE B

05.5	B	2887	2961	3048	3125	3203	3287	3422	3556
05.5	Q	3002	3077	3169	3248	3331	3422	3557	3700
05.5	S	3074	3150	3242	3322	3402	3491	3630	3774
06	B	2901	2976	3056	3141	3221	3310	3451	3588
06	Q	3011	3093	3178	3267	3352	3441	3588	3732
06	S	3080	3165	3247	3340	3425	3514	3663	3811
07	B	2976	3060	3149	3239	3325	3420	3574	3717
07	Q	3093	3181	3276	3365	3459	3556	3721	3872
07	S	3165	3252	3346	3438	3533	3626	3796	3947
08	B	3060	3156	3249	3352	3443	3541	3709	3857
08	Q	3181	3285	3379	3488	3581	3690	3863	4019
08	S	3252	3353	3451	3561	3658	3763	3936	4093
09	B	3156	3254	3358	3462	3573	3678	3853	4007
09	Q	3285	3385	3495	3603	3719	3830	4014	4177
09	S	3353	3456	3566	3676	3795	3905	4090	4255
10	B	3257	3378	3477	3592	3706	3820	4015	4178
10	Q	3389	3512	3619	3743	3859	3980	4192	4360
10	S	3459	3583	3693	3815	3932	4061	4270	4441
10.5	B	3354	3462	3581	3691	3819	3930	4132	4297
10.5	Q	3492	3603	3728	3846	3978	4098	4309	4483
10.5	S	3563	3676	3804	3918	4060	4179	4393	4570
11	B	3379	3493	3606	3737	3859	3979	4190	4358
11	Q	3514	3640	3759	3893	4024	4150	4374	4549
11	S	3584	3711	3829	3968	4099	4229	4452	4629
12	B	3514	3644	3763	3903	4031	4181	4404	4579
12	Q	3659	3794	3920	4071	4208	4361	4600	4783
12	S	3729	3867	3993	4148	4289	4443	4681	4868

SUBTITLE B

12.5	B	3598	3730	3860	4008	4144	4282	4516	4696
12.5	Q	3748	3886	4026	4181	4328	4468	4720	4907
12.5	S	3820	3962	4101	4262	4409	4549	4803	4993
13	B	3647	3780	3925	4072	4219	4378	4621	4806
13	Q	3798	3936	4091	4253	4408	4570	4830	5022
13	S	3871	4013	4171	4334	4486	4653	4913	5110
14	B	3802	3947	4101	4282	4437	4605	4873	5069
14	Q	3964	4115	4284	4468	4636	4813	5094	5296
14	S	4037	4196	4360	4549	4717	4896	5174	5379
15	B	3954	4129	4298	4466	4649	4821	5112	5314
15	Q	4126	4306	4486	4666	4860	5039	5339	5555
15	S	4202	4387	4565	4750	4942	5120	5424	5640
16	B	4138	4323	4516	4702	4899	5095	5396	5611
16	Q	4318	4516	4720	4916	5119	5324	5641	5868
16	S	4401	4597	4803	5001	5201	5408	5719	5948
17	B	4337	4535	4744	4946	5147	5355	5673	5901
17	Q	4524	4741	4960	5166	5376	5596	5928	6167
17	S	4606	4825	5043	5252	5459	5676	6015	6255
18	B	4564	4783	5007	5234	5446	5666	6003	6244
18	Q	4766	5003	5233	5471	5694	5921	6276	6526
18	S	4846	5081	5314	5554	5777	6006	6355	6611
19	B	4809	5054	5293	5537	5772	6012	6378	6633
19	Q	5025	5283	5528	5792	6032	6286	6664	6932
19	S	5111	5366	5613	5873	6116	6369	6745	7016
20	B	5080	5338	5586	5851	6107	6360	6744	7015
20	Q	5310	5578	5841	6117	6380	6646	7052	7333
20	S	5394	5661	5921	6198	6463	6729	7131	7416

TR

Effective January 1, 2012
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
02	B	2610	2668	2728	2800	2862	2930	3039	3159
02	Q	2708	2773	2834	2908	2979	3047	3159	3286
02	S	2783	2841	2903	2981	3050	3116	3230	3359
02H	B	16.06	16.42	16.79	17.23	17.61	18.03	18.70	19.44
02H	Q	16.66	17.06	17.44	17.90	18.33	18.75	19.44	20.22
02H	S	17.13	17.48	17.86	18.34	18.77	19.18	19.88	20.67
03	B	2668	2728	2801	2867	2936	3006	3130	3255
03	Q	2773	2834	2909	2982	3052	3123	3255	3387
03	S	2841	2903	2982	3053	3121	3193	3325	3457
03.5	B	2728	2796	2867	2938	3006	3082	3212	3339
03.5	Q	2834	2905	2982	3054	3123	3202	3338	3473
03.5	S	2903	2979	3053	3125	3193	3273	3411	3548
04	B	2728	2801	2876	2940	3022	3090	3221	3352
04	Q	2834	2909	2986	3056	3142	3212	3349	3483
04	S	2903	2982	3057	3129	3214	3282	3419	3557
04.5	B	2796	2867	2939	3016	3095	3166	3300	3431
04.5	Q	2905	2982	3055	3136	3217	3293	3432	3570
04.5	S	2979	3053	3128	3204	3286	3365	3506	3645
05	B	2801	2881	2953	3030	3104	3181	3312	3444
05	Q	2909	2990	3070	3149	3226	3308	3444	3580
05	S	2982	3059	3142	3222	3300	3378	3515	3655

SUBTITLE B

05.5	B	2867	2940	3027	3103	3181	3264	3398	3531
05.5	Q	2982	3056	3147	3225	3308	3398	3532	3674
05.5	S	3053	3129	3219	3299	3378	3467	3605	3748
06	B	2881	2955	3034	3119	3198	3288	3426	3563
06	Q	2990	3071	3156	3244	3328	3417	3563	3706
06	S	3059	3143	3224	3317	3401	3490	3637	3784
07	B	2955	3039	3128	3216	3302	3396	3550	3691
07	Q	3071	3159	3253	3342	3435	3531	3696	3844
07	S	3143	3230	3322	3414	3508	3601	3770	3919
08	B	3039	3135	3226	3328	3419	3516	3682	3830
08	Q	3159	3262	3355	3464	3556	3664	3835	3990
08	S	3230	3329	3426	3536	3632	3736	3909	4065
09	B	3135	3232	3335	3438	3549	3653	3826	3979
09	Q	3262	3362	3471	3577	3694	3804	3986	4147
09	S	3329	3431	3542	3651	3769	3878	4062	4225
10	B	3235	3354	3453	3567	3679	3793	3987	4148
10	Q	3366	3488	3594	3717	3832	3953	4163	4329
10	S	3435	3558	3667	3788	3905	4033	4240	4409
10.5	B	3331	3438	3556	3665	3792	3903	4103	4268
10.5	Q	3468	3577	3703	3819	3951	4069	4279	4452
10.5	S	3539	3651	3778	3890	4032	4149	4362	4538
11	B	3355	3469	3580	3711	3832	3952	4161	4327
11	Q	3490	3615	3732	3866	3995	4121	4344	4517
11	S	3559	3684	3803	3940	4070	4199	4422	4597
12	B	3490	3619	3736	3876	4003	4151	4374	4547
12	Q	3633	3768	3892	4042	4179	4330	4567	4750
12	S	3704	3839	3965	4119	4259	4411	4648	4835

SUBTITLE B

12.5	B	3573	3705	3833	3980	4116	4251	4484	4663
12.5	Q	3722	3860	3997	4151	4298	4437	4687	4872
12.5	S	3793	3935	4072	4232	4378	4517	4769	4958
13	B	3622	3754	3897	4043	4190	4348	4589	4772
13	Q	3772	3909	4063	4223	4377	4538	4796	4988
13	S	3843	3985	4142	4303	4454	4620	4878	5074
14	B	3776	3919	4072	4251	4405	4573	4840	5033
14	Q	3937	4086	4254	4437	4604	4780	5058	5259
14	S	4010	4167	4329	4517	4685	4862	5138	5341
15	B	3926	4100	4269	4435	4616	4788	5076	5277
15	Q	4097	4276	4454	4634	4826	5004	5302	5516
15	S	4173	4356	4533	4716	4908	5084	5385	5600
16	B	4110	4293	4484	4669	4865	5059	5358	5572
16	Q	4288	4484	4687	4882	5083	5286	5601	5827
16	S	4371	4564	4769	4966	5165	5370	5679	5906
17	B	4306	4504	4711	4912	5111	5318	5634	5859
17	Q	4492	4708	4925	5129	5338	5558	5887	6125
17	S	4574	4791	5008	5215	5421	5637	5974	6211
18	B	4532	4750	4971	5198	5409	5626	5961	6201
18	Q	4733	4968	5197	5433	5655	5880	6233	6481
18	S	4812	5046	5277	5515	5737	5965	6311	6565
19	B	4775	5019	5256	5498	5732	5971	6334	6587
19	Q	4991	5247	5489	5751	5990	6242	6618	6883
19	S	5075	5329	5574	5832	6074	6324	6699	6967
20	B	5045	5301	5546	5811	6064	6315	6698	6966
20	Q	5273	5538	5800	6075	6336	6599	7003	7282
20	S	5357	5621	5880	6155	6417	6681	7081	7365

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Effective February 1, 2012
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S							
		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

SUBTITLE B

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

SUBTITLE B

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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(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

Effective July 1, 2011 Bargaining Unit: RC-023										
<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	S T E P S							
			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Child Welfare Nurse Specialist	07197	B	5024	5260	5515	5766	6134	6348	6572	6833
Corrections Nurse I	09825	Q	4763	4984	5220	5444	5800	6005	6215	6463
Corrections Nurse I	09825	S	4813	5034	5270	5494	5850	6055	6265	6513
Corrections Nurse II	09826	Q	5354	5605	5873	6143	6533	6764	7000	7281
Corrections Nurse II	09826	S	5404	5655	5923	6193	6583	6814	7050	7331
Health Facilities Surveillance Nurse	18150	B	5024	5260	5515	5766	6134	6348	6572	6833
Nursing Act Assistant Coordinator	29731	B	5337	5610	5869	6136	6521	6748	6986	7264
Registered Nurse I (See Note)	38131	B	4471	4685	4900	5118	5443	5637	5833	6065
Registered Nurse I (See Note)	38131	Q	4536	4755	4970	5192	5523	5717	5917	6155
Registered Nurse II (See Note)	38132	B	5024	5260	5515	5766	6134	6348	6572	6833
Registered Nurse II (See Note)	38132	Q	5099	5337	5593	5849	6225	6443	6665	6933

Registered Nurse – Advanced Practice (See Note)	38135	B	5662	5954	6230	6515	6921	7161	7414	7712
Registered Nurse – Advanced Practice (See Note)	38135	Q	5745	6042	6322	6611	7024	7269	7523	7827
Registered Nurse – Advanced Practice	38135	S	5795	6092	6372	6661	7074	7319	7573	7877

**Effective January 1, 2012
Bargaining Unit: RC-023**

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
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 Note)	38135	Q	5817	6118	6401	6694	7112	7360	7617	7925
Registered Nurse – Advanced Practice	38135	S	5867	6168	6451	6744	7162	7410	7667	7975

NOTE: Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who have 3 or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$75 per month for those employees who have 6 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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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	July 1, 2009	7784.76
Boiler Safety Specialist	04910	Central	January 1, 2009	6183.96
Boiler Safety Specialist	04910	Southern	January 1, 2009	5700.24
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 35 Ill. Reg. 8419, effective May 23, 2011)

Section 310.APPENDIX A Negotiated Rates of Pay

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

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

Effective July 1, 2011

<u>Title</u>	S T E P S						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Conservation Police Officer I	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									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
6419	6795	6963	6963	7041	7041	7041	7041	7041	7041
Conservation Police Officer II									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
6499	6876	7045	7045	7454	7800	8172	8250	8634	9036

Effective January 1, 2012

<u>Title</u>	S T E P S						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Conservation Police Officer I	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

<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
6499	6880	7050	7050	7154	7154	7154	7154	7154	7154

Conservation Police Officer II

<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
6580	6962	7133	7133	7572	7923	8299	8378	8767	9174

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Hearings Referee	18300	RC-010	23
Hearings Referee – Intermittent	18301	RC-010	23H
Public Service Administrator, Option 8L Departments of Central Management Services, Children and Family Services, Healthcare and Family Services, Labor, Public Health and Revenue, Environmental Protection Agency, Illinois Gaming Board, Guardianship and Advocacy Commission and Property Tax Appeal Board	37015	RC-010	24
Technical Advisor Advanced Program Specialist	45256	RC-010	24
Technical Advisor I	45251	RC-010	18
Technical Advisor II	45252	RC-010	20
Technical Advisor III	45253	RC-010	23

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, 2011
Bargaining Unit: RC-010**

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

S T E P S									
Pay Grade	Pay Plan Code	1	2	3	4	5	6	7	8
18	B	4476	4691	4910	5134	5342	5557	5887	6124
18	Q	4675	4907	5133	5366	5585	5807	6156	6401
20	B	4983	5236	5478	5739	5989	6237	6615	6880
20	Q	5208	5470	5728	6000	6258	6518	6917	7192

SUBTITLE B

23	B	5901	6214	6533	6842	7157	7468	7940	8258
23	Q	6171	6496	6829	7149	7481	7806	8294	8625
23H	B	36.31	38.24	40.20	42.10	44.04	45.96	48.86	50.82
24	B	6281	6614	6963	7294	7633	7975	8477	8815

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
18	B	4564	4783	5007	5234	5446	5666	6003	6244
18	Q	4766	5003	5233	5471	5694	5921	6276	6526
20	B	5080	5338	5586	5851	6107	6360	6744	7015
20	Q	5310	5578	5841	6117	6380	6646	7052	7333
23	B	6016	6336	6661	6976	7298	7615	8095	8420
23	Q	6292	6624	6963	7289	7627	7959	8456	8794
23H	B	37.02	38.99	40.99	42.93	44.91	46.86	49.82	51.82
24	B	6404	6743	7099	7437	7782	8132	8643	8988

**Effective January 1, 2012
Bargaining Unit: RC-010**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
18	B	4532	4750	4971	5198	5409	5626	5961	6201
18	Q	4733	4968	5197	5433	5655	5880	6233	6481
20	B	5045	5301	5546	5811	6064	6315	6698	6966
20	Q	5273	5538	5800	6075	6336	6599	7003	7282

SUBTITLE B

23	B	5975	6292	6615	6928	7246	7561	8039	8361
23	Q	6248	6577	6914	7238	7575	7904	8398	8733
23H	B	36.77	38.72	40.71	42.63	44.59	46.53	49.47	51.45
24	B	6360	6697	7050	7385	7728	8075	8583	8925

Effective February 1, 2012**Bargaining Unit: RC-010****S T E P S**

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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

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

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

SUBTITLE B

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
Pharmacist Lead Technician	32007	RC-028	09
Pharmacist Technician	32008	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

SUBTITLE B

**Effective July 1, 2011
Bargaining Unit: RC-028**

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
03.5	B	2694	2761	2832	2902	2969	3044	3172	3298
03.5	Q	2799	2869	2945	3016	3084	3162	3297	3430
03.5	S	2867	2942	3015	3086	3154	3233	3369	3504
04	B	2694	2766	2840	2904	2985	3052	3181	3311
04	Q	2799	2873	2949	3018	3103	3172	3308	3440
04	S	2867	2945	3019	3090	3174	3241	3377	3513
06	B	2845	2919	2997	3080	3159	3247	3384	3519
06	Q	2953	3033	3117	3204	3287	3375	3519	3660
06	S	3021	3104	3184	3276	3359	3447	3592	3737
06H	B	17.51	17.96	18.44	18.95	19.44	19.98	20.82	21.66
06H	Q	18.17	18.66	19.18	19.72	20.23	20.77	21.66	22.52
06H	S	18.59	19.10	19.59	20.16	20.67	21.21	22.10	23.00
07	B	2919	3001	3089	3176	3261	3354	3506	3645
07	Q	3033	3120	3213	3301	3393	3487	3650	3797
07	S	3104	3190	3281	3372	3465	3557	3723	3871
08	B	3001	3096	3186	3287	3377	3473	3637	3783
08	Q	3120	3222	3314	3421	3512	3619	3788	3941
08	S	3190	3288	3384	3492	3587	3690	3861	4015
09	B	3096	3192	3294	3396	3505	3608	3779	3930
09	Q	3222	3320	3428	3533	3648	3757	3937	4096
09	S	3288	3389	3498	3606	3722	3830	4012	4173

SUBTITLE B

09.5	B	3172	3270	3379	3485	3603	3708	3888	4042
09.5	Q	3297	3400	3515	3630	3754	3861	4053	4216
09.5	S	3369	3471	3589	3701	3827	3936	4131	4296
10	B	3195	3313	3410	3523	3634	3746	3938	4097
10	Q	3324	3445	3550	3671	3785	3904	4112	4276
10	S	3393	3514	3622	3741	3857	3983	4188	4355
10.5	B	3300	3421	3533	3656	3776	3898	4133	4300
10.5	Q	3432	3561	3682	3807	3935	4066	4319	4490
10.5	S	3504	3634	3753	3880	4010	4142	4394	4570
11	B	3314	3426	3536	3665	3785	3903	4110	4274
11	Q	3447	3570	3686	3818	3946	4070	4290	4461
11	S	3515	3639	3756	3891	4020	4147	4367	4540
11.5	B	3394	3510	3621	3744	3871	4004	4222	4392
11.5	Q	3531	3656	3773	3900	4036	4180	4408	4585
11.5	S	3600	3727	3845	3978	4116	4262	4493	4673
12	B	3447	3574	3690	3828	3954	4100	4320	4491
12	Q	3588	3721	3844	3992	4127	4277	4511	4691
12	S	3658	3792	3916	4068	4206	4357	4591	4775
12.5	B	3529	3659	3786	3931	4065	4199	4429	4605
12.5	Q	3676	3812	3948	4100	4245	4382	4629	4812
12.5	S	3746	3886	4022	4180	4324	4461	4710	4897
13	B	3577	3708	3849	3993	4138	4294	4532	4713
13	Q	3725	3861	4013	4171	4323	4482	4737	4926
13	S	3796	3936	4091	4250	4399	4563	4818	5011
14	B	3729	3871	4022	4199	4351	4517	4780	4971
14	Q	3888	4036	4201	4382	4547	4721	4996	5194
14	S	3960	4116	4276	4461	4627	4802	5075	5275

SUBTITLE B

15	B	3878	4049	4216	4380	4559	4729	5013	5212
15	Q	4046	4223	4399	4577	4766	4942	5237	5448
15	S	4121	4302	4477	4658	4847	5021	5319	5531
16	B	4059	4240	4429	4611	4805	4997	5292	5503
16	Q	4235	4429	4629	4822	5020	5221	5532	5755
16	S	4317	4508	4710	4905	5101	5304	5609	5833
17	B	4253	4448	4653	4851	5048	5252	5564	5787
17	Q	4437	4650	4864	5066	5272	5489	5814	6049
17	S	4518	4732	4946	5151	5354	5567	5900	6134
18	B	4476	4691	4910	5134	5342	5557	5887	6124
19	B	4716	4957	5191	5430	5661	5897	6256	6506
19	Q	4929	5182	5421	5680	5916	6165	6536	6798
19	S	5012	5263	5505	5760	5999	6246	6616	6881
21	B	5262	5534	5801	6071	6347	6612	7025	7305
21	Q	5500	5784	6061	6345	6635	6913	7341	7635
21	S	5581	5862	6140	6428	6715	6991	7423	7719

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
03.5	B	2747	2815	2887	2959	3027	3103	3234	3362
03.5	Q	2854	2926	3002	3075	3145	3224	3361	3498
03.5	S	2923	2999	3074	3146	3216	3297	3435	3572
04	B	2747	2820	2895	2961	3043	3112	3244	3376
04	Q	2854	2930	3007	3077	3164	3234	3373	3508
04	S	2923	3002	3078	3150	3236	3304	3443	3582

SUBTITLE B

06	B	2901	2976	3056	3141	3221	3310	3451	3588
06	Q	3011	3093	3178	3267	3352	3441	3588	3732
06	S	3080	3165	3247	3340	3425	3514	3663	3811
06H	B	17.85	18.31	18.81	19.33	19.82	20.37	21.24	22.08
06H	Q	18.53	19.03	19.56	20.10	20.63	21.18	22.08	22.97
06H	S	18.95	19.48	19.98	20.55	21.08	21.62	22.54	23.45
07	B	2976	3060	3149	3239	3325	3420	3574	3717
07	Q	3093	3181	3276	3365	3459	3556	3721	3872
07	S	3165	3252	3346	3438	3533	3626	3796	3947
08	B	3060	3156	3249	3352	3443	3541	3709	3857
08	Q	3181	3285	3379	3488	3581	3690	3863	4019
08	S	3252	3353	3451	3561	3658	3763	3936	4093
09	B	3156	3254	3358	3462	3573	3678	3853	4007
09	Q	3285	3385	3495	3603	3719	3830	4014	4177
09	S	3353	3456	3566	3676	3795	3905	4090	4255
09.5	B	3234	3334	3446	3554	3673	3780	3964	4122
09.5	Q	3361	3466	3584	3701	3827	3936	4133	4298
09.5	S	3435	3539	3660	3773	3902	4013	4212	4380
10	B	3257	3378	3477	3592	3706	3820	4015	4178
10	Q	3389	3512	3619	3743	3859	3980	4192	4360
10	S	3459	3583	3693	3815	3932	4061	4270	4441
10.5	B	3364	3488	3603	3727	3850	3975	4214	4385
10.5	Q	3500	3631	3754	3881	4012	4145	4403	4578
10.5	S	3572	3706	3826	3956	4088	4223	4480	4659
11	B	3379	3493	3606	3737	3859	3979	4190	4358
11	Q	3514	3640	3759	3893	4024	4150	4374	4549
11	S	3584	3711	3829	3968	4099	4229	4452	4629

SUBTITLE B

11.5	B	3460	3579	3692	3818	3947	4082	4305	4478
11.5	Q	3600	3727	3847	3977	4115	4262	4495	4675
11.5	S	3670	3800	3921	4056	4196	4345	4581	4764
12	B	3514	3644	3763	3903	4031	4181	4404	4579
12	Q	3659	3794	3920	4071	4208	4361	4600	4783
12	S	3729	3867	3993	4148	4289	4443	4681	4868
12.5	B	3598	3730	3860	4008	4144	4282	4516	4696
12.5	Q	3748	3886	4026	4181	4328	4468	4720	4907
12.5	S	3820	3962	4101	4262	4409	4549	4803	4993
13	B	3647	3780	3925	4072	4219	4378	4621	4806
13	Q	3798	3936	4091	4253	4408	4570	4830	5022
13	S	3871	4013	4171	4334	4486	4653	4913	5110
14	B	3802	3947	4101	4282	4437	4605	4873	5069
14	Q	3964	4115	4284	4468	4636	4813	5094	5296
14	S	4037	4196	4360	4549	4717	4896	5174	5379
15	B	3954	4129	4298	4466	4649	4821	5112	5314
15	Q	4126	4306	4486	4666	4860	5039	5339	5555
15	S	4202	4387	4565	4750	4942	5120	5424	5640
16	B	4138	4323	4516	4702	4899	5095	5396	5611
16	Q	4318	4516	4720	4916	5119	5324	5641	5868
16	S	4401	4597	4803	5001	5201	5408	5719	5948
17	B	4337	4535	4744	4946	5147	5355	5673	5901
17	Q	4524	4741	4960	5166	5376	5596	5928	6167
17	S	4606	4825	5043	5252	5459	5676	6015	6255
18	B	4564	4783	5007	5234	5446	5666	6003	6244

SUBTITLE B

19	B	4809	5054	5293	5537	5772	6012	6378	6633
19	Q	5025	5283	5528	5792	6032	6286	6664	6932
19	S	5111	5366	5613	5873	6116	6369	6745	7016
21	B	5365	5642	5914	6190	6472	6741	7162	7448
21	Q	5608	5898	6180	6470	6765	7048	7485	7784
21	S	5691	5977	6261	6554	6846	7128	7568	7871

Effective January 1, 2012
Bargaining Unit: RC-028

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
03.5	B	2728	2796	2867	2938	3006	3082	3212	3339
03.5	Q	2834	2905	2982	3054	3123	3202	3338	3473
03.5	S	2903	2979	3053	3125	3193	3273	3411	3548
04	B	2728	2801	2876	2940	3022	3090	3221	3352
04	Q	2834	2909	2986	3056	3142	3212	3349	3483
04	S	2903	2982	3057	3129	3214	3282	3419	3557
06	B	2881	2955	3034	3119	3198	3288	3426	3563
06	Q	2990	3071	3156	3244	3328	3417	3563	3706
06	S	3059	3143	3224	3317	3401	3490	3637	3784
06H	B	17.73	18.18	18.67	19.19	19.68	20.23	21.08	21.93
06H	Q	18.40	18.90	19.42	19.96	20.48	21.03	21.93	22.81
06H	S	18.82	19.34	19.84	20.41	20.93	21.48	22.38	23.29
07	B	2955	3039	3128	3216	3302	3396	3550	3691
07	Q	3071	3159	3253	3342	3435	3531	3696	3844
07	S	3143	3230	3322	3414	3508	3601	3770	3919

SUBTITLE B

08	B	3039	3135	3226	3328	3419	3516	3682	3830
08	Q	3159	3262	3355	3464	3556	3664	3835	3990
08	S	3230	3329	3426	3536	3632	3736	3909	4065
09	B	3135	3232	3335	3438	3549	3653	3826	3979
09	Q	3262	3362	3471	3577	3694	3804	3986	4147
09	S	3329	3431	3542	3651	3769	3878	4062	4225
09.5	B	3212	3311	3421	3529	3648	3754	3937	4093
09.5	Q	3338	3443	3559	3675	3801	3909	4104	4269
09.5	S	3411	3514	3634	3747	3875	3985	4183	4350
10	B	3235	3354	3453	3567	3679	3793	3987	4148
10	Q	3366	3488	3594	3717	3832	3953	4163	4329
10	S	3435	3558	3667	3788	3905	4033	4240	4409
10.5	B	3341	3464	3577	3702	3823	3947	4185	4354
10.5	Q	3475	3606	3728	3855	3984	4117	4373	4546
10.5	S	3548	3679	3800	3929	4060	4194	4449	4627
11	B	3355	3469	3580	3711	3832	3952	4161	4327
11	Q	3490	3615	3732	3866	3995	4121	4344	4517
11	S	3559	3684	3803	3940	4070	4199	4422	4597
11.5	B	3436	3554	3666	3791	3919	4054	4275	4447
11.5	Q	3575	3702	3820	3949	4086	4232	4463	4642
11.5	S	3645	3774	3893	4028	4167	4315	4549	4731
12	B	3490	3619	3736	3876	4003	4151	4374	4547
12	Q	3633	3768	3892	4042	4179	4330	4567	4750
12	S	3704	3839	3965	4119	4259	4411	4648	4835

SUBTITLE B

12.5	B	3573	3705	3833	3980	4116	4251	4484	4663
12.5	Q	3722	3860	3997	4151	4298	4437	4687	4872
12.5	S	3793	3935	4072	4232	4378	4517	4769	4958
13	B	3622	3754	3897	4043	4190	4348	4589	4772
13	Q	3772	3909	4063	4223	4377	4538	4796	4988
13	S	3843	3985	4142	4303	4454	4620	4878	5074
14	B	3776	3919	4072	4251	4405	4573	4840	5033
14	Q	3937	4086	4254	4437	4604	4780	5058	5259
14	S	4010	4167	4329	4517	4685	4862	5138	5341
15	B	3926	4100	4269	4435	4616	4788	5076	5277
15	Q	4097	4276	4454	4634	4826	5004	5302	5516
15	S	4173	4356	4533	4716	4908	5084	5385	5600
16	B	4110	4293	4484	4669	4865	5059	5358	5572
16	Q	4288	4484	4687	4882	5083	5286	5601	5827
16	S	4371	4564	4769	4966	5165	5370	5679	5906
17	B	4306	4504	4711	4912	5111	5318	5634	5859
17	Q	4492	4708	4925	5129	5338	5558	5887	6125
17	S	4574	4791	5008	5215	5421	5637	5974	6211
18	B	4532	4750	4971	5198	5409	5626	5961	6201
19	B	4775	5019	5256	5498	5732	5971	6334	6587
19	Q	4991	5247	5489	5751	5990	6242	6618	6883
19	S	5075	5329	5574	5832	6074	6324	6699	6967
21	B	5328	5603	5874	6147	6426	6695	7113	7396
21	Q	5569	5856	6137	6424	6718	6999	7433	7730
21	S	5651	5935	6217	6508	6799	7078	7516	7815

SUBTITLE B

Effective February 1, 2012**Bargaining Unit: RC-028**

Pay Grade	Pay Plan Code	S T E P S							
		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

SUBTITLE B

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

SUBTITLE B

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
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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
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

SUBTITLE B

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

Effective July 1, 2011
Bargaining Unit: RC-029

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
04	B	2822	2895	2961	3044	3112	3245	3298	3430
04H	B	16.22							
05	B	2901	2974	3051	3126	3202	3335	3391	3528
07	B	3060	3150	3240	3324	3420	3576	3638	3785
08	B	3156	3250	3353	3443	3540	3709	3775	3927
10	B	3377	3477	3591	3704	3820	4015	4088	4253
11	B	3493	3606	3737	3858	3980	4189	4270	4441
12	B	3643	3763	3903	4031	4180	4404	4487	4665
12	Q	3794	3919	4070	4209	4362	4599	4692	4880
13	B	3781	3925	4071	4219	4378	4621	4712	4900
13	Q	3936	4092	4253	4408	4570	4830	4923	5122
14	B	3948	4102	4281	4437	4604	4873	4971	5171
15	B	4128	4298	4467	4649	4820	5112	5209	5418
16	B	4323	4516	4702	4900	5095	5396	5507	5727
16	Q	4718	4916	5119	5324	5641	5753	5871	6107
17	B	4535	4746	4946	5147	5355	5673	5790	6021
18	B	4783	5008	5234	5446	5666	6004	6122	6369
18	Q	5233	5471	5694	5920	6276	6400	6528	6789

18.5	B	4809	5054	5293	5537	5772	6012	6378	6634
19	B	5054	5293	5537	5772	6012	6378	6502	6762
19	Q	5405	5644	5869	6095	6447	6572	6701	6969
20	B	5338	5586	5851	6108	6361	6745	6879	7153
20	Q	5578	5841	6117	6380	6647	7051	7188	7476
22	B	5968	6260	6555	6860	7143	7589	7740	8051
22	Q	6237	6545	6850	7167	7467	7931	8092	8415
25	B	6744	7099	7437	7781	8132	8642	8817	9169

Effective January 1, 2012
Bargaining Unit: RC-029

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
04	B	2857	2931	2998	3082	3151	3286	3339	3473
04H	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

Note: Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 10 years of service and have 3 or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 15 years of service and have 3 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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE Q RC-033 (Meat Inspectors, IFPE)
EMERGENCY**

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

Effective July 1, 2011

<u>Title</u>	<u>S T E P S</u>							
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
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

<u>Title</u>	<u>S T E P S</u>							
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

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

**Effective July 1, 2011
Bargaining Unit: RC-042**

**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
01	B	3314	3426	3536	3665	3785	3903	4110	4274
01	Q	3447	3570	3686	3818	3946	4070	4290	4461
01	S	3515	3639	3756	3891	4020	4147	4367	4540
01H	B	20.32	21.00	21.68	22.47	23.20	23.93	25.20	26.20
01H	Q	21.13	21.89	22.60	23.41	24.19	24.95	26.30	27.35
01H	S	21.55	22.31	23.03	23.85	24.64	25.42	26.77	27.83
02	B	3447	3574	3690	3828	3954	4100	4320	4491
02	Q	3588	3721	3844	3992	4127	4277	4511	4691
02	S	3658	3792	3916	4068	4206	4357	4591	4775

SUBTITLE B

03	B	3577	3708	3849	3993	4138	4294	4532	4713
03	Q	3725	3861	4013	4171	4323	4482	4737	4926
03	S	3796	3936	4091	4250	4399	4563	4818	5011
04	B	3577	3708	3849	3993	4138	4294	4532	4713
04	Q	3725	3861	4013	4171	4323	4482	4737	4926
04	S	3796	3936	4091	4250	4399	4563	4818	5011
05	B	3878	4049	4216	4380	4559	4729	5013	5212
05	Q	4046	4223	4399	4577	4766	4942	5237	5448
05	S	4121	4302	4477	4658	4847	5021	5319	5531
06	B	3878	4049	4216	4380	4559	4729	5013	5212
06	Q	4046	4223	4399	4577	4766	4942	5237	5448
06	S	4121	4302	4477	4658	4847	5021	5319	5531
07	B	3878	4049	4216	4380	4559	4729	5013	5212
07	Q	4046	4223	4399	4577	4766	4942	5237	5448
07	S	4121	4302	4477	4658	4847	5021	5319	5531

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
01	B	3379	3493	3606	3737	3859	3979	4190	4358
01	Q	3514	3640	3759	3893	4024	4150	4374	4549
01	S	3584	3711	3829	3968	4099	4229	4452	4629
01H	B	20.71	21.41	22.11	22.91	23.66	24.39	25.69	26.72
01H	Q	21.54	22.31	23.04	23.87	24.67	25.44	26.81	27.89
01H	S	21.97	22.75	23.47	24.32	25.13	25.92	27.29	28.38

SUBTITLE B

02	B	3514	3644	3763	3903	4031	4181	4404	4579
02	Q	3659	3794	3920	4071	4208	4361	4600	4783
02	S	3729	3867	3993	4148	4289	4443	4681	4868
03	B	3647	3780	3925	4072	4219	4378	4621	4806
03	Q	3798	3936	4091	4253	4408	4570	4830	5022
03	S	3871	4013	4171	4334	4486	4653	4913	5110
04	B	3647	3780	3925	4072	4219	4378	4621	4806
04	Q	3798	3936	4091	4253	4408	4570	4830	5022
04	S	3871	4013	4171	4334	4486	4653	4913	5110
05	B	3954	4129	4298	4466	4649	4821	5112	5314
05	Q	4126	4306	4486	4666	4860	5039	5339	5555
05	S	4202	4387	4565	4750	4942	5120	5424	5640
06	B	3954	4129	4298	4466	4649	4821	5112	5314
06	Q	4126	4306	4486	4666	4860	5039	5339	5555
06	S	4202	4387	4565	4750	4942	5120	5424	5640
07	B	3954	4129	4298	4466	4649	4821	5112	5314
07	Q	4126	4306	4486	4666	4860	5039	5339	5555
07	S	4202	4387	4565	4750	4942	5120	5424	5640

Effective January 1, 2012

Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
01	B	3355	3469	3580	3711	3832	3952	4161	4327
01	Q	3490	3615	3732	3866	3995	4121	4344	4517
01	S	3559	3684	3803	3940	4070	4199	4422	4597

SUBTITLE B

01H	B	20.57	21.27	21.95	22.75	23.49	24.23	25.51	26.53
01H	Q	21.39	22.16	22.88	23.70	24.49	25.26	26.63	27.69
01H	S	21.82	22.58	23.31	24.15	24.95	25.74	27.11	28.18
02	B	3490	3619	3736	3876	4003	4151	4374	4547
02	Q	3633	3768	3892	4042	4179	4330	4567	4750
02	S	3704	3839	3965	4119	4259	4411	4648	4835
03	B	3622	3754	3897	4043	4190	4348	4589	4772
03	Q	3772	3909	4063	4223	4377	4538	4796	4988
03	S	3843	3985	4142	4303	4454	4620	4878	5074
04	B	3622	3754	3897	4043	4190	4348	4589	4772
04	Q	3772	3909	4063	4223	4377	4538	4796	4988
04	S	3843	3985	4142	4303	4454	4620	4878	5074
05	B	3926	4100	4269	4435	4616	4788	5076	5277
05	Q	4097	4276	4454	4634	4826	5004	5302	5516
05	S	4173	4356	4533	4716	4908	5084	5385	5600
06	B	3926	4100	4269	4435	4616	4788	5076	5277
06	Q	4097	4276	4454	4634	4826	5004	5302	5516
06	S	4173	4356	4533	4716	4908	5084	5385	5600
07	B	3926	4100	4269	4435	4616	4788	5076	5277
07	Q	4097	4276	4454	4634	4826	5004	5302	5516
07	S	4173	4356	4533	4716	4908	5084	5385	5600

**Effective February 1, 2012
Bargaining Unit: RC-042**

Pay Grade	Pay Plan Code	S T E P S							
		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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
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 (criminal intelligence analyst supervisor, strategic management policy administrator, firearms specialist, computer evidence recovery specialist, and narcotics and currency unit supervisor non-sworn functions at State Police, statewide enforcement function at Financial and Professional Regulation, and superintendent, operations center supervisor and training academy supervisor functions at Corrections)	37015	VR-704	25
Public Service Administrator, Option 7 (inspector sworn and sex offender registry supervisor non-sworn functions at State Police)	37015	VR-704	26
Public Service Administrator, Options 7 (women and family services coordinator, district supervisor, staff assistant and deputy commander of intelligence functions at Corrections and investigator function at Human Services in the Office of the Inspector General), 8L (at Corrections) and 8J (dietary manager function at Corrections)	37015	VR-704	24
Shift Supervisor	40800	VR-704	24

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; 8L and 8J. See the definition of option in Section 310.50.

Effective July 1, 2011
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
24	B	6403	6743	7098	7436	7781	8131	8642	8987
24	Q	6693	7050	7416	7774	8129	8498	9032	9393
24	S	6777	7129	7497	7854	8214	8583	9112	9478
25	B	6826	7198	7577	7956	8334	8713	9272	9644
25	Q	7130	7522	7915	8317	8712	9106	9691	10079
25	S	7214	7606	7999	8396	8792	9185	9773	10165
26	B	7283	7681	8090	8499	8895	9294	9896	10290
26	Q	7634	8049	8475	8903	9319	9735	10366	10780

Effective January 1, 2012
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

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

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

**Effective August 16, 2011
 Bargaining Unit: HR-010**

S T E P S

<u>Lane</u>	<u>Educational Level</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	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**

S T E P S

<u>Lane</u>	<u>Educational Level</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

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

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

**Extracurricular Activities Pay Schedule
 Effective August 16, 2011**

<u>Classification I</u>	<u>Per Year</u>
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

<u>Classification II</u>	<u>Per Year</u>
High School Assistant Coaches:	
Basketball – Boys	2035
Basketball – Girls	2035
Football	2035
Track – Boys	2035
Track – Girls	2035
Volleyball	2035
Wrestling	2035

SUBTITLE B

Junior High School Head Coaches:

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

Cheerleading Sponsor:

High School Basketball	2035
------------------------	------

<u>Classification III</u>	<u>Per</u>
	<u>Year</u>

High School Assistant Coaches:

Track – Boys	1283
Track – Girls	1283

Junior High School Assistant Coaches:

Track – Boys	1283
Track – Girls	1283
Volleyball	1283
Wrestling	1283

Cheerleading Sponsors:

Football Cheerleading Sponsor	1283
Jr. High School Cheerleading Sponsor	1283

Other Activities:

High School Lunchroom Supervisors	1283
Jr. High School Lunchroom Supervisors	1283

<u>Classification V</u>	<u>Per Year</u>
Special Olympics Coaches:	
Volleyball	751
Basketball	751
Student Body Government	751
<u>Scorekeepers and Timers</u>	<u>Per Event</u>
Basketball Scorer	44
Basketball Timer	44
Football Scorer	44
Football Timer	44
Wrestling Scorer	44
Wrestling Timer	44
Volleyball Scorer	37
Volleyball Timer	37
Ticket Sellers	32
Football Chain Crew	27

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

**Section 310.TABLE V CU-500 (Corrections Meet and Confer Employees)
 EMERGENCY**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Correctional Casework Supervisor	09655	CU-500	20
Correctional Lieutenant	09673	CU-500	19
Corrections Clerk III	09773	CU-500	16
Corrections Food Service Supervisor III	09795	CU-500	18
Corrections Identification Supervisor	09800	CU-500	19
Corrections Industry Supervisor	09807	CU-500	18
Corrections Laundry Manager II	09809	CU-500	17
Corrections Leisure Activity Specialist IV	09814	CU-500	20
Corrections Maintenance Supervisor	09822	CU-500	17
Corrections Residence Counselor II	09838	CU-500	17
Corrections Supply Supervisor III	09863	CU-500	18
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	S T E P S							
		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

SUBTITLE B

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	S T E P S							
		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

SUBTITLE B

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	S T E P S							
		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

CMS 80 ILLINOIS ADMINISTRATIVE CODE CH. I, SEC.310.App.ATb.V
 SUBTITLE B

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	S T E P S							
		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

CMS 80 ILLINOIS ADMINISTRATIVE CODE CH. I, SEC.310.App.ATb.V
SUBTITLE B

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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

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

SUBTITLE B

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
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

SUBTITLE B

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

SUBTITLE B

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

SUBTITLE B

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

SUBTITLE B

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 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

SUBTITLE B

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

SUBTITLE B

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
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

SUBTITLE B

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, 7 Gaming Board and Department of Revenue, 8C and 8F executive chief pilot function Department of Transportation	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

SUBTITLE B

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 (IL)	38369	RC-062	25
Revenue Audit Supervisor (states other than IL and not assigned to RC-062-29)	38369	RC-062	27
Revenue Audit Supervisor (See Note)	38369	RC-062	29
Revenue Auditor I (IL)	38371	RC-062	16
Revenue Auditor I (states other than IL and not assigned to RC-062-21)	38371	RC-062	19
Revenue Auditor I (See Note)	38371	RC-062	21
Revenue Auditor II (IL)	38372	RC-062	19
Revenue Auditor II (states other than IL and not assigned to RC-062-24)	38372	RC-062	22
Revenue Auditor II (See Note)	38372	RC-062	24
Revenue Auditor III (IL)	38373	RC-062	22
Revenue Auditor III (states other than IL and not assigned to RC-062-26)	38373	RC-062	24
Revenue Auditor III (See Note)	38373	RC-062	26
Revenue Auditor Trainee (IL)	38375	RC-062	12
Revenue Auditor Trainee (states other than IL and not assigned to RC-062-15)	38375	RC-062	13
Revenue Auditor Trainee (See Note)	38375	RC-062	15

SUBTITLE B

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 (IL)	38425	RC-062	23
Revenue Computer Audit Specialist (states other than IL and not assigned to RC-062-27)	38425	RC-062	25
Revenue Computer Audit Specialist (See Note)	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
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	16
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 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

SUBTITLE B

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 the negotiated RC-062 pay grade have the following options: 2; 7; 8B; 8C; 8F; 8Y; and 8Z. See the definition of option in Section 310.50.

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-062-25
- 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.

**Effective July 1, 2011
Bargaining Unit: RC-062**

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

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
09	B	3096	3192	3294	3396	3505	3608	3779	3930
09	Q	3222	3320	3428	3533	3648	3757	3937	4096
09	S	3288	3389	3498	3606	3722	3830	4012	4173
10	B	3195	3313	3410	3523	3634	3746	3938	4097
10	Q	3324	3445	3550	3671	3785	3904	4112	4276
10	S	3393	3514	3622	3741	3857	3983	4188	4355
11	B	3314	3426	3536	3665	3785	3903	4110	4274
11	Q	3447	3570	3686	3818	3946	4070	4290	4461
11	S	3515	3639	3756	3891	4020	4147	4367	4540
12	B	3447	3574	3690	3828	3954	4100	4320	4491
12	Q	3588	3721	3844	3992	4127	4277	4511	4691
12	S	3658	3792	3916	4068	4206	4357	4591	4775
12H	B	21.21	21.99	22.71	23.56	24.33	25.23	26.58	27.64
12H	Q	22.08	22.90	23.66	24.57	25.40	26.32	27.76	28.87
12H	S	22.51	23.34	24.10	25.03	25.88	26.81	28.25	29.38
13	B	3577	3708	3849	3993	4138	4294	4532	4713
13	Q	3725	3861	4013	4171	4323	4482	4737	4926
13	S	3796	3936	4091	4250	4399	4563	4818	5011
14	B	3729	3871	4022	4199	4351	4517	4780	4971
14	Q	3888	4036	4201	4382	4547	4721	4996	5194
14	S	3960	4116	4276	4461	4627	4802	5075	5275

SUBTITLE B

14H	B	22.95	23.82	24.75	25.84	26.78	27.80	29.42	30.59
14H	Q	23.93	24.84	25.85	26.97	27.98	29.05	30.74	31.96
14H	S	24.37	25.33	26.31	27.45	28.47	29.55	31.23	32.46
15	B	3878	4049	4216	4380	4559	4729	5013	5212
15	Q	4046	4223	4399	4577	4766	4942	5237	5448
15	S	4121	4302	4477	4658	4847	5021	5319	5531
16	B	4059	4240	4429	4611	4805	4997	5292	5503
16	Q	4235	4429	4629	4822	5020	5221	5532	5755
16	S	4317	4508	4710	4905	5101	5304	5609	5833
16H	B	24.98	26.09	27.26	28.38	29.57	30.75	32.57	33.86
16H	Q	26.06	27.26	28.49	29.67	30.89	32.13	34.04	35.42
16H	S	26.57	27.74	28.98	30.18	31.39	32.64	34.52	35.90
17	B	4253	4448	4653	4851	5048	5252	5564	5787
17	Q	4437	4650	4864	5066	5272	5489	5814	6049
17	S	4518	4732	4946	5151	5354	5567	5900	6134
18	B	4476	4691	4910	5134	5342	5557	5887	6124
18	Q	4675	4907	5133	5366	5585	5807	6156	6401
18	S	4753	4984	5212	5447	5666	5891	6233	6484
19	B	4716	4957	5191	5430	5661	5897	6256	6506
19	J	4716	4957	5191	5430	5661	5897	6256	6506
19	Q	4929	5182	5421	5680	5916	6165	6536	6798
19	S	5012	5263	5505	5760	5999	6246	6616	6881
20	B	4983	5236	5478	5739	5989	6237	6615	6880
20	Q	5208	5470	5728	6000	6258	6518	6917	7192
20	S	5291	5552	5807	6079	6338	6599	6994	7274

SUBTITLE B

21	B	5262	5534	5801	6071	6347	6612	7025	7305
21	U	5262	5534	5801	6071	6347	6612	7025	7305
21	Q	5500	5784	6061	6345	6635	6913	7341	7635
21	S	5581	5862	6140	6428	6715	6991	7423	7719
22	B	5563	5854	6138	6430	6727	7006	7443	7741
22	Q	5812	6118	6418	6718	7029	7325	7778	8087
22	S	5897	6195	6498	6798	7111	7408	7860	8174
23	B	5901	6214	6533	6842	7157	7468	7940	8258
23	Q	6171	6496	6829	7149	7481	7806	8294	8625
23	S	6250	6575	6909	7232	7561	7886	8376	8709
24	B	6281	6614	6963	7294	7633	7975	8477	8815
24	J	6281	6614	6963	7294	7633	7975	8477	8815
24	Q	6565	6916	7275	7626	7973	8335	8859	9214
24	S	6647	6993	7353	7704	8057	8418	8938	9296
25	B	6695	7060	7433	7804	8174	8547	9095	9459
25	J	6695	7060	7433	7804	8174	8547	9095	9459
25	Q	6994	7379	7764	8158	8546	8932	9505	9886
25	S	7077	7459	7846	8235	8623	9010	9585	9971
26	B	7143	7535	7936	8336	8725	9117	9705	10093
26	U	7143	7535	7936	8336	8725	9117	9705	10093
27	B	7627	8042	8466	8894	9312	9730	10358	10773
27	J	7627	8042	8466	8894	9312	9730	10358	10773
27	U	7627	8042	8466	8894	9312	9730	10358	10773
28	B	8002	8435	8883	9333	9771	10208	10869	11306
29	U	8397	8853	9321	9795	10253	10713	11406	11862

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

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
09	B	3156	3254	3358	3462	3573	3678	3853	4007
09	Q	3285	3385	3495	3603	3719	3830	4014	4177
09	S	3353	3456	3566	3676	3795	3905	4090	4255
10	B	3257	3378	3477	3592	3706	3820	4015	4178
10	Q	3389	3512	3619	3743	3859	3980	4192	4360
10	S	3459	3583	3693	3815	3932	4061	4270	4441
11	B	3379	3493	3606	3737	3859	3979	4190	4358
11	Q	3514	3640	3759	3893	4024	4150	4374	4549
11	S	3584	3711	3829	3968	4099	4229	4452	4629
12	B	3514	3644	3763	3903	4031	4181	4404	4579
12	Q	3659	3794	3920	4071	4208	4361	4600	4783
12	S	3729	3867	3993	4148	4289	4443	4681	4868
12H	B	21.62	22.42	23.16	24.02	24.81	25.73	27.10	28.18
12H	Q	22.52	23.35	24.12	25.05	25.90	26.84	28.31	29.43
12H	S	22.95	23.80	24.57	25.53	26.39	27.34	28.81	29.96
13	B	3647	3780	3925	4072	4219	4378	4621	4806
13	Q	3798	3936	4091	4253	4408	4570	4830	5022
13	S	3871	4013	4171	4334	4486	4653	4913	5110
14	B	3802	3947	4101	4282	4437	4605	4873	5069
14	Q	3964	4115	4284	4468	4636	4813	5094	5296
14	S	4037	4196	4360	4549	4717	4896	5174	5379

SUBTITLE B

14H	B	23.40	24.29	25.24	26.35	27.30	28.34	29.99	31.19
14H	Q	24.39	25.32	26.36	27.50	28.53	29.62	31.35	32.59
14H	S	24.84	25.82	26.83	27.99	29.03	30.13	31.84	33.10
15	B	3954	4129	4298	4466	4649	4821	5112	5314
15	Q	4126	4306	4486	4666	4860	5039	5339	5555
15	S	4202	4387	4565	4750	4942	5120	5424	5640
16	B	4138	4323	4516	4702	4899	5095	5396	5611
16	Q	4318	4516	4720	4916	5119	5324	5641	5868
16	S	4401	4597	4803	5001	5201	5408	5719	5948
16H	B	25.46	26.60	27.79	28.94	30.15	31.35	33.21	34.53
16H	Q	26.57	27.79	29.05	30.25	31.50	32.76	34.71	36.11
16H	S	27.08	28.29	29.56	30.78	32.01	33.28	35.19	36.60
17	B	4337	4535	4744	4946	5147	5355	5673	5901
17	Q	4524	4741	4960	5166	5376	5596	5928	6167
17	S	4606	4825	5043	5252	5459	5676	6015	6255
18	B	4564	4783	5007	5234	5446	5666	6003	6244
18	Q	4766	5003	5233	5471	5694	5921	6276	6526
18	S	4846	5081	5314	5554	5777	6006	6355	6611
19	B	4809	5054	5293	5537	5772	6012	6378	6633
19	J	4809	5054	5293	5537	5772	6012	6378	6633
19	Q	5025	5283	5528	5792	6032	6286	6664	6932
19	S	5111	5366	5613	5873	6116	6369	6745	7016
20	B	5080	5338	5586	5851	6107	6360	6744	7015
20	Q	5310	5578	5841	6117	6380	6646	7052	7333
20	S	5394	5661	5921	6198	6463	6729	7131	7416

SUBTITLE B

21	B	5365	5642	5914	6190	6472	6741	7162	7448
21	U	5365	5642	5914	6190	6472	6741	7162	7448
21	Q	5608	5898	6180	6470	6765	7048	7485	7784
21	S	5691	5977	6261	6554	6846	7128	7568	7871
22	B	5672	5969	6259	6556	6859	7144	7589	7893
22	Q	5926	6238	6544	6849	7167	7468	7930	8245
22	S	6012	6317	6626	6932	7251	7554	8014	8335
23	B	6016	6336	6661	6976	7298	7615	8095	8420
23	Q	6292	6624	6963	7289	7627	7959	8456	8794
23	S	6372	6704	7045	7374	7710	8040	8540	8880
24	B	6404	6743	7099	7437	7782	8132	8643	8988
24	J	6404	6743	7099	7437	7782	8132	8643	8988
24	Q	6693	7051	7417	7775	8130	8499	9032	9394
24	S	6778	7130	7497	7855	8215	8583	9114	9479
25	B	6827	7199	7578	7957	8335	8714	9274	9645
25	J	6827	7199	7578	7957	8335	8714	9274	9645
25	Q	7131	7523	7916	8318	8713	9107	9692	10080
25	S	7216	7606	8000	8397	8792	9186	9773	10166
26	B	7283	7682	8091	8500	8896	9296	9896	10291
26	U	7283	7682	8091	8500	8896	9296	9896	10291
27	B	7776	8199	8632	9069	9494	9921	10561	10984
27	J	7776	8199	8632	9069	9494	9921	10561	10984
27	U	7776	8199	8632	9069	9494	9921	10561	10984
28	B	8159	8601	9057	9516	9962	10408	11082	11527
29	U	8561	9026	9504	9987	10454	10923	11629	12094

Effective January 1, 2012
Bargaining Unit: RC-062

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
09	B	3135	3232	3335	3438	3549	3653	3826	3979
09	Q	3262	3362	3471	3577	3694	3804	3986	4147
09	S	3329	3431	3542	3651	3769	3878	4062	4225
10	B	3235	3354	3453	3567	3679	3793	3987	4148
10	Q	3366	3488	3594	3717	3832	3953	4163	4329
10	S	3435	3558	3667	3788	3905	4033	4240	4409
11	B	3355	3469	3580	3711	3832	3952	4161	4327
11	Q	3490	3615	3732	3866	3995	4121	4344	4517
11	S	3559	3684	3803	3940	4070	4199	4422	4597
12	B	3490	3619	3736	3876	4003	4151	4374	4547
12	Q	3633	3768	3892	4042	4179	4330	4567	4750
12	S	3704	3839	3965	4119	4259	4411	4648	4835
12H	B	21.48	22.27	22.99	23.85	24.63	25.54	26.92	27.98
12H	Q	22.36	23.19	23.95	24.87	25.72	26.65	28.10	29.23
12H	S	22.79	23.62	24.40	25.35	26.21	27.14	28.60	29.75
13	B	3622	3754	3897	4043	4190	4348	4589	4772
13	Q	3772	3909	4063	4223	4377	4538	4796	4988
13	S	3843	3985	4142	4303	4454	4620	4878	5074
14	B	3776	3919	4072	4251	4405	4573	4840	5033
14	Q	3937	4086	4254	4437	4604	4780	5058	5259
14	S	4010	4167	4329	4517	4685	4862	5138	5341

SUBTITLE B

14H	B	23.24	24.12	25.06	26.16	27.11	28.14	29.78	30.97
14H	Q	24.23	25.14	26.18	27.30	28.33	29.42	31.13	32.36
14H	S	24.68	25.64	26.64	27.80	28.83	29.92	31.62	32.87
15	B	3926	4100	4269	4435	4616	4788	5076	5277
15	Q	4097	4276	4454	4634	4826	5004	5302	5516
15	S	4173	4356	4533	4716	4908	5084	5385	5600
16	B	4110	4293	4484	4669	4865	5059	5358	5572
16	Q	4288	4484	4687	4882	5083	5286	5601	5827
16	S	4371	4564	4769	4966	5165	5370	5679	5906
16H	B	25.29	26.42	27.59	28.73	29.94	31.13	32.97	34.29
16H	Q	26.39	27.59	28.84	30.04	31.28	32.53	34.47	35.86
16H	S	26.90	28.09	29.35	30.56	31.78	33.05	34.95	36.34
17	B	4306	4504	4711	4912	5111	5318	5634	5859
17	Q	4492	4708	4925	5129	5338	5558	5887	6125
17	S	4574	4791	5008	5215	5421	5637	5974	6211
18	B	4532	4750	4971	5198	5409	5626	5961	6201
18	Q	4733	4968	5197	5433	5655	5880	6233	6481
18	S	4812	5046	5277	5515	5737	5965	6311	6565
19	B	4775	5019	5256	5498	5732	5971	6334	6587
19	J	4775	5019	5256	5498	5732	5971	6334	6587
19	Q	4991	5247	5489	5751	5990	6242	6618	6883
19	S	5075	5329	5574	5832	6074	6324	6699	6967
20	B	5045	5301	5546	5811	6064	6315	6698	6966
20	Q	5273	5538	5800	6075	6336	6599	7003	7282
20	S	5357	5621	5880	6155	6417	6681	7081	7365

SUBTITLE B

21	B	5328	5603	5874	6147	6426	6695	7113	7396
21	U	5328	5603	5874	6147	6426	6695	7113	7396
21	Q	5569	5856	6137	6424	6718	6999	7433	7730
21	S	5651	5935	6217	6508	6799	7078	7516	7815
22	B	5633	5927	6215	6510	6811	7094	7536	7838
22	Q	5885	6194	6498	6802	7117	7417	7875	8188
22	S	5971	6272	6579	6883	7200	7501	7958	8276
23	B	5975	6292	6615	6928	7246	7561	8039	8361
23	Q	6248	6577	6914	7238	7575	7904	8398	8733
23	S	6328	6657	6995	7322	7656	7985	8481	8818
24	B	6360	6697	7050	7385	7728	8075	8583	8925
24	J	6360	6697	7050	7385	7728	8075	8583	8925
24	Q	6647	7002	7366	7721	8073	8439	8970	9329
24	S	6730	7080	7445	7800	8158	8523	9050	9412
25	B	6779	7148	7526	7902	8276	8654	9209	9577
25	J	6779	7148	7526	7902	8276	8654	9209	9577
25	Q	7081	7471	7861	8260	8653	9044	9624	10010
25	S	7165	7552	7944	8338	8731	9123	9705	10096
26	B	7232	7629	8035	8440	8834	9231	9826	10219
26	U	7232	7629	8035	8440	8834	9231	9826	10219
27	B	7722	8143	8572	9005	9428	9852	10487	10908
27	J	7722	8143	8572	9005	9428	9852	10487	10908
27	U	7722	8143	8572	9005	9428	9852	10487	10908
28	B	8102	8540	8994	9450	9893	10336	11005	11447
29	U	8502	8964	9438	9917	10381	10847	11549	12010

Effective February 1, 2012
Bargaining Unit: RC-062

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
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

SUBTITLE B

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

SUBTITLE B

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
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
28	B	8264	8711	9174	9639	10091	10543	11225	11676
29	U	8672	9143	9627	10115	10589	11064	11780	12250

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Actuary III	00203	RC-063	26
Architect	01440	RC-063	22
Chaplain I	06901	RC-063	16
Chaplain II	06902	RC-063	19
Child Welfare Administrative Case Reviewer	07190	RC-063	22
Child Welfare Advanced Specialist	07215	RC-063	19
Child Welfare Court Facilitator	07196	RC-063	22
Child Welfare Senior Specialist	07217	RC-063	22
Child Welfare Specialist	07218	RC-063	18
Civil Engineer I	07601	RC-063	15
Civil Engineer II	07602	RC-063	17
Civil Engineer III	07603	RC-063	19
Civil Engineer IV	07604	RC-063	22
Clinical Pharmacist	08235	RC-063	25
Clinical Psychologist	08250	RC-063	23
Clinical Psychology Associate	08255	RC-063	18
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

SUBTITLE B

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

SUBTITLE B

Public Health Educator	36430	RC-063	19
Public Service Administrator, Option 8D	37015	RC-063	23
Public Service Administrator, Option 8I Department of Natural Resources	37015	RC-063	22
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, 6E, 7 (Criminal Justice Information Authority), 8A (Department of Public Health), 8E, 8N, 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, 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; 6E; 7; 8A; 8D; 8E; 8H; 8I; 8N; 8P; 8T; 8U and 9G. The positions allocated to the Senior Public Service Administrator title that are assigned to the negotiated pay grade have the option 8P. See the definition of option in Section 310.50.

**Effective July 1, 2011
Bargaining Unit: RC-063**

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
14	B	3729	3871	4022	4199	4351	4517	4780	4971
14	Q	3888	4036	4201	4382	4547	4721	4996	5194
14	S	3960	4116	4276	4461	4627	4802	5075	5275
15	B	3878	4049	4216	4380	4559	4729	5013	5212
15	Q	4046	4223	4399	4577	4766	4942	5237	5448
15	S	4121	4302	4477	4658	4847	5021	5319	5531
16	B	4059	4240	4429	4611	4805	4997	5292	5503
16	Q	4235	4429	4629	4822	5020	5221	5532	5755
16	S	4317	4508	4710	4905	5101	5304	5609	5833
17	B	4253	4448	4653	4851	5048	5252	5564	5787
17	Q	4437	4650	4864	5066	5272	5489	5814	6049
17	S	4518	4732	4946	5151	5354	5567	5900	6134
18	B	4476	4691	4910	5134	5342	5557	5887	6124
18	Q	4675	4907	5133	5366	5585	5807	6156	6401
18	S	4753	4984	5212	5447	5666	5891	6233	6484
19	B	4716	4957	5191	5430	5661	5897	6256	6506
19	Q	4929	5182	5421	5680	5916	6165	6536	6798
19	S	5012	5263	5505	5760	5999	6246	6616	6881
20	B	4983	5236	5478	5739	5989	6237	6615	6880
20	Q	5208	5470	5728	6000	6258	6518	6917	7192
20	S	5291	5552	5807	6079	6338	6599	6994	7274

SUBTITLE B

21	B	5262	5534	5801	6071	6347	6612	7025	7305
21	Q	5500	5784	6061	6345	6635	6913	7341	7635
21	S	5581	5862	6140	6428	6715	6991	7423	7719
22	B	5563	5854	6138	6430	6727	7006	7443	7741
22	Q	5812	6118	6418	6718	7029	7325	7778	8087
22	S	5897	6195	6498	6798	7111	7408	7860	8174
23	B	5901	6214	6533	6842	7157	7468	7940	8258
23	Q	6171	6496	6829	7149	7481	7806	8294	8625
23	S	6250	6575	6909	7232	7561	7886	8376	8709
24	B	6281	6614	6963	7294	7633	7975	8477	8815
24	Q	6565	6916	7275	7626	7973	8335	8859	9214
24	S	6647	6993	7353	7704	8057	8418	8938	9296
25	B	6695	7060	7433	7804	8174	8547	9095	9459
25	Q	6994	7379	7764	8158	8546	8932	9505	9886
25	S	7077	7459	7846	8235	8623	9010	9585	9971
26	B	7143	7535	7936	8336	8725	9117	9705	10093
26	Q	7488	7894	8312	8732	9141	9549	10167	10574
26	S	7558	7969	8393	8816	9227	9641	10268	10678
27	B	7627	8042	8466	8894	9312	9730	10358	10773
27	Q	7971	8405	8847	9300	9734	10171	10828	11261

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
14	B	3802	3947	4101	4282	4437	4605	4873	5069
14	Q	3964	4115	4284	4468	4636	4813	5094	5296
14	S	4037	4196	4360	4549	4717	4896	5174	5379

SUBTITLE B

15	B	3954	4129	4298	4466	4649	4821	5112	5314
15	Q	4126	4306	4486	4666	4860	5039	5339	5555
15	S	4202	4387	4565	4750	4942	5120	5424	5640
16	B	4138	4323	4516	4702	4899	5095	5396	5611
16	Q	4318	4516	4720	4916	5119	5324	5641	5868
16	S	4401	4597	4803	5001	5201	5408	5719	5948
17	B	4337	4535	4744	4946	5147	5355	5673	5901
17	Q	4524	4741	4960	5166	5376	5596	5928	6167
17	S	4606	4825	5043	5252	5459	5676	6015	6255
18	B	4564	4783	5007	5234	5446	5666	6003	6244
18	Q	4766	5003	5233	5471	5694	5921	6276	6526
18	S	4846	5081	5314	5554	5777	6006	6355	6611
19	B	4809	5054	5293	5537	5772	6012	6378	6633
19	Q	5025	5283	5528	5792	6032	6286	6664	6932
19	S	5111	5366	5613	5873	6116	6369	6745	7016
20	B	5080	5338	5586	5851	6107	6360	6744	7015
20	Q	5310	5578	5841	6117	6380	6646	7052	7333
20	S	5394	5661	5921	6198	6463	6729	7131	7416
21	B	5365	5642	5914	6190	6472	6741	7162	7448
21	Q	5608	5898	6180	6470	6765	7048	7485	7784
21	S	5691	5977	6261	6554	6846	7128	7568	7871
22	B	5672	5969	6259	6556	6859	7144	7589	7893
22	Q	5926	6238	6544	6849	7167	7468	7930	8245
22	S	6012	6317	6626	6932	7251	7554	8014	8335

SUBTITLE B

23	B	6016	6336	6661	6976	7298	7615	8095	8420
23	Q	6292	6624	6963	7289	7627	7959	8456	8794
23	S	6372	6704	7045	7374	7710	8040	8540	8880
24	B	6404	6743	7099	7437	7782	8132	8643	8988
24	Q	6693	7051	7417	7775	8130	8499	9032	9394
24	S	6778	7130	7497	7855	8215	8583	9114	9479
25	B	6827	7199	7578	7957	8335	8714	9274	9645
25	Q	7131	7523	7916	8318	8713	9107	9692	10080
25	S	7216	7606	8000	8397	8792	9186	9773	10166
26	B	7283	7682	8091	8500	8896	9296	9896	10291
26	Q	7635	8049	8475	8903	9320	9736	10367	10782
26	S	7706	8126	8557	8989	9408	9830	10470	10888
27	B	7776	8199	8632	9069	9494	9921	10561	10984
27	Q	8128	8570	9021	9483	9925	10371	11041	11482

Effective January 1, 2012
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
14	B	3776	3919	4072	4251	4405	4573	4840	5033
14	Q	3937	4086	4254	4437	4604	4780	5058	5259
14	S	4010	4167	4329	4517	4685	4862	5138	5341
15	B	3926	4100	4269	4435	4616	4788	5076	5277
15	Q	4097	4276	4454	4634	4826	5004	5302	5516
15	S	4173	4356	4533	4716	4908	5084	5385	5600

SUBTITLE B

16	B	4110	4293	4484	4669	4865	5059	5358	5572
16	Q	4288	4484	4687	4882	5083	5286	5601	5827
16	S	4371	4564	4769	4966	5165	5370	5679	5906
17	B	4306	4504	4711	4912	5111	5318	5634	5859
17	Q	4492	4708	4925	5129	5338	5558	5887	6125
17	S	4574	4791	5008	5215	5421	5637	5974	6211
18	B	4532	4750	4971	5198	5409	5626	5961	6201
18	Q	4733	4968	5197	5433	5655	5880	6233	6481
18	S	4812	5046	5277	5515	5737	5965	6311	6565
19	B	4775	5019	5256	5498	5732	5971	6334	6587
19	Q	4991	5247	5489	5751	5990	6242	6618	6883
19	S	5075	5329	5574	5832	6074	6324	6699	6967
20	B	5045	5301	5546	5811	6064	6315	6698	6966
20	Q	5273	5538	5800	6075	6336	6599	7003	7282
20	S	5357	5621	5880	6155	6417	6681	7081	7365
21	B	5328	5603	5874	6147	6426	6695	7113	7396
21	Q	5569	5856	6137	6424	6718	6999	7433	7730
21	S	5651	5935	6217	6508	6799	7078	7516	7815
22	B	5633	5927	6215	6510	6811	7094	7536	7838
22	Q	5885	6194	6498	6802	7117	7417	7875	8188
22	S	5971	6272	6579	6883	7200	7501	7958	8276
23	B	5975	6292	6615	6928	7246	7561	8039	8361
23	Q	6248	6577	6914	7238	7575	7904	8398	8733
23	S	6328	6657	6995	7322	7656	7985	8481	8818
24	B	6360	6697	7050	7385	7728	8075	8583	8925
24	Q	6647	7002	7366	7721	8073	8439	8970	9329
24	S	6730	7080	7445	7800	8158	8523	9050	9412

SUBTITLE B

25	B	6779	7148	7526	7902	8276	8654	9209	9577
25	Q	7081	7471	7861	8260	8653	9044	9624	10010
25	S	7165	7552	7944	8338	8731	9123	9705	10096
26	B	7232	7629	8035	8440	8834	9231	9826	10219
26	Q	7582	7993	8416	8841	9255	9668	10294	10706
26	S	7652	8069	8498	8926	9342	9762	10396	10811
27	B	7722	8143	8572	9005	9428	9852	10487	10908
27	Q	8071	8510	8958	9416	9856	10298	10963	11402

Effective February 1, 2012**Bargaining Unit: RC-063****S T E P S**

Pay Grade	Pay Plan Code	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

SUBTITLE B

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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

**Section 310.TABLE Y RC-063 (Educator, AFSCME)
EMERGENCY**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>
Educator	13100	RC-063

Effective July 1, 2011

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

12- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
1	BA	E	4345	4549	4748	4965	5221	5464	5928	6165
1	BA	L	4409	4612	4818	5042	5300	5545	6015	6255
1	BA	P	4486	4696	4896	5118	5378	5628	6095	6338
2	BA + 8 Hours	E	4460	4667	4876	5133	5397	5651	6128	6375
2	BA + 8 Hours	L	4528	4735	4947	5206	5473	5734	6220	6467
2	BA + 8 Hours	P	4608	4817	5027	5288	5555	5814	6296	6548
3	BA + 16 Hours	E	4567	4785	5029	5296	5551	5832	6326	6578
3	BA + 16 Hours	L	4633	4855	5102	5373	5633	5917	6418	6675
3	BA + 16 Hours	P	4713	4934	5183	5454	5713	6000	6498	6759
4	BA + 24 Hours	E	4671	4906	5181	5455	5735	6012	6533	6794
4	BA + 24 Hours	L	4740	4978	5257	5535	5821	6100	6626	6894
4	BA + 24 Hours	P	4822	5057	5337	5612	5903	6181	6712	6980
5	MA	E	4791	5045	5333	5617	5913	6189	6729	6999
5	MA	L	4860	5118	5409	5699	5999	6286	6829	7103
5	MA	P	4942	5198	5489	5777	6078	6365	6909	7185
6	MA + 16 Hours	E	4877	5163	5448	5734	6031	6313	6865	7139
6	MA + 16 Hours	L	4949	5237	5527	5816	6123	6405	6967	7243
6	MA + 16 Hours	P	5028	5319	5606	5902	6201	6490	7042	7325
7	MA + 32 Hours	E	5027	5309	5603	5894	6186	6474	7031	7312
7	MA + 32 Hours	L	5101	5389	5684	5982	6281	6569	7131	7417
7	MA + 32 Hours	P	5182	5468	5766	6061	6363	6649	7214	7502

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

12- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
1	BA	E	4430	4638	4841	5063	5324	5571	6044	6286
1	BA	L	4496	4703	4913	5141	5404	5653	6133	6377
1	BA	P	4574	4788	4992	5219	5484	5739	6214	6463
2	BA + 8 Hours	E	4548	4758	4971	5233	5503	5762	6248	6500
2	BA + 8 Hours	L	4617	4828	5044	5308	5581	5847	6342	6594
2	BA + 8 Hours	P	4699	4912	5125	5391	5664	5928	6420	6677
3	BA + 16 Hours	E	4656	4879	5127	5400	5660	5947	6450	6707
3	BA + 16 Hours	L	4724	4950	5202	5479	5744	6033	6544	6806
3	BA + 16 Hours	P	4806	5030	5284	5561	5825	6117	6626	6891
4	BA + 24 Hours	E	4762	5002	5282	5562	5848	6130	6661	6927
4	BA + 24 Hours	L	4833	5075	5360	5643	5935	6219	6756	7029
4	BA + 24 Hours	P	4916	5156	5441	5722	6018	6302	6843	7117
5	MA	E	4885	5144	5437	5727	6029	6311	6861	7136
5	MA	L	4956	5219	5515	5810	6116	6410	6963	7243
5	MA	P	5039	5300	5596	5891	6197	6490	7045	7326
6	MA + 16 Hours	E	4972	5264	5555	5847	6150	6437	6999	7279
6	MA + 16 Hours	L	5046	5339	5636	5930	6243	6530	7103	7385
6	MA + 16 Hours	P	5126	5424	5716	6017	6322	6618	7180	7468
7	MA + 32 Hours	E	5125	5413	5713	6009	6308	6601	7169	7456
7	MA + 32 Hours	L	5201	5494	5796	6100	6404	6698	7271	7563
7	MA + 32 Hours	P	5283	5575	5879	6180	6488	6780	7356	7649

Effective January 1, 2012

12- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
1	BA	E	4399	4606	4807	5027	5286	5532	6002	6242
1	BA	L	4464	4670	4878	5105	5366	5614	6090	6333
1	BA	P	4542	4755	4957	5182	5445	5698	6171	6417

SUBTITLE B

2	BA + 8 Hours	E	4516	4725	4937	5197	5464	5722	6205	6455
2	BA + 8 Hours	L	4585	4794	5009	5271	5541	5806	6298	6548
2	BA + 8 Hours	P	4666	4877	5090	5354	5624	5887	6375	6630
3	BA + 16 Hours	E	4624	4845	5092	5362	5620	5905	6405	6660
3	BA + 16 Hours	L	4691	4916	5166	5440	5703	5991	6498	6758
3	BA + 16 Hours	P	4772	4996	5248	5522	5784	6075	6579	6843
4	BA + 24 Hours	E	4729	4967	5246	5523	5807	6087	6615	6879
4	BA + 24 Hours	L	4799	5040	5323	5604	5894	6176	6709	6980
4	BA + 24 Hours	P	4882	5120	5404	5682	5977	6258	6796	7067
5	MA	E	4851	5108	5400	5687	5987	6266	6813	7086
5	MA	L	4921	5182	5477	5770	6074	6365	6914	7192
5	MA	P	5004	5263	5558	5849	6154	6445	6995	7275
6	MA + 16 Hours	E	4938	5228	5516	5806	6106	6392	6951	7228
6	MA + 16 Hours	L	5011	5302	5596	5889	6200	6485	7054	7334
6	MA + 16 Hours	P	5091	5385	5676	5976	6279	6571	7130	7417
7	MA + 32 Hours	E	5090	5375	5673	5968	6263	6555	7119	7403
7	MA + 32 Hours	L	5165	5456	5755	6057	6360	6651	7220	7510
7	MA + 32 Hours	P	5247	5536	5838	6137	6443	6732	7304	7596

Effective February 1, 2012

12-Month Lane	Educational Level	Pay Plan Code	S T E P S							
			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

SUBTITLE B

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 July 1, 2011

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

9- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
1	BA	M	3208	3384	3569	3745	3938	4121	4521	4701
1	BA	O	3208	3384	3569	3745	3938	4121	4521	4701
2	BA + 8 Hours	M	3309	3486	3678	3868	4068	4262	4669	4856
2	BA + 8 Hours	O	3309	3486	3678	3868	4068	4262	4669	4856
3	BA + 16 Hours	M	3394	3593	3795	3993	4184	4394	4821	5013
3	BA + 16 Hours	O	3394	3593	3795	3993	4184	4394	4821	5013
4	BA + 24 Hours	M	3488	3700	3907	4114	4328	4533	4976	5177
4	BA + 24 Hours	O	3488	3700	3907	4114	4328	4533	4976	5177
5	MA	M	3596	3806	4019	4235	4455	4667	5121	5327
5	MA	O	3596	3806	4019	4235	4455	4667	5121	5327
6	MA + 16 Hours	M	3681	3894	4109	4326	4549	4757	5220	5427
6	MA + 16 Hours	O	3681	3894	4109	4326	4549	4757	5220	5427
7	MA + 32 Hours	M	3793	4006	4222	4442	4665	4878	5347	5561
7	MA + 32 Hours	O	3793	4006	4222	4442	4665	4878	5347	5561

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

9- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
1	BA	M	3271	3451	3639	3819	4015	4202	4609	4793
1	BA	O	3271	3451	3639	3819	4015	4202	4609	4793
2	BA + 8 Hours	M	3374	3555	3750	3944	4148	4345	4760	4951
2	BA + 8 Hours	O	3374	3555	3750	3944	4148	4345	4760	4951
3	BA + 16 Hours	M	3460	3664	3870	4072	4266	4480	4915	5112
3	BA + 16 Hours	O	3460	3664	3870	4072	4266	4480	4915	5112
4	BA + 24 Hours	M	3557	3772	3983	4194	4413	4622	5073	5278
4	BA + 24 Hours	O	3557	3772	3983	4194	4413	4622	5073	5278
5	MA	M	3666	3880	4098	4318	4543	4758	5222	5432
5	MA	O	3666	3880	4098	4318	4543	4758	5222	5432
6	MA + 16 Hours	M	3753	3971	4189	4411	4638	4851	5323	5534
6	MA + 16 Hours	O	3753	3971	4189	4411	4638	4851	5323	5534
7	MA + 32 Hours	M	3868	4084	4305	4529	4757	4973	5452	5670
7	MA + 32 Hours	O	3868	4084	4305	4529	4757	4973	5452	5670

Effective January 1, 2012

9- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
1	BA	M	3248	3426	3614	3792	3987	4173	4578	4760
1	BA	O	3248	3426	3614	3792	3987	4173	4578	4760
2	BA + 8 Hours	M	3350	3530	3724	3916	4119	4315	4727	4917
2	BA + 8 Hours	O	3350	3530	3724	3916	4119	4315	4727	4917
3	BA + 16 Hours	M	3436	3638	3842	4043	4236	4449	4881	5076
3	BA + 16 Hours	O	3436	3638	3842	4043	4236	4449	4881	5076
4	BA + 24 Hours	M	3532	3746	3956	4165	4382	4590	5038	5242
4	BA + 24 Hours	O	3532	3746	3956	4165	4382	4590	5038	5242
5	MA	M	3641	3854	4069	4288	4511	4725	5185	5394
5	MA	O	3641	3854	4069	4288	4511	4725	5185	5394
6	MA + 16 Hours	M	3727	3943	4160	4380	4606	4816	5285	5495
6	MA + 16 Hours	O	3727	3943	4160	4380	4606	4816	5285	5495

7	MA + 32 Hours	M	3840	4056	4275	4498	4723	4939	5414	5631
7	MA + 32 Hours	O	3840	4056	4275	4498	4723	4939	5414	5631

Effective February 1, 2012

9- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE Z RC-063 (Physicians, AFSCME)
EMERGENCY**

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

**Effective July 1, 2011
Bargaining Unit: RC-063**

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

Pay Grade	Pay Plan Code	S T E P S					
		1	2	3	4	5	6
MD	B	9666	10222	10782	11338	11902	12454
MD	Q	10104	10683	11268	11851	12437	13015
MD	S	10183	10763	11351	11933	12518	13099
MD-A	B	10222	10854	11487	12120	12751	13381
MD-A	Q	10683	11346	12004	12670	13328	13988
MD-A	S	10763	11424	12086	12750	13410	14068
MD-B	B	11150	11817	12491	13158	13831	14501
MD-B	Q	11657	12352	13057	13754	14453	15155
MD-B	S	11735	12435	13138	13834	14534	15236
MD-C	B	12454	13195	13945	14684	15428	16171
MD-C	Q	13015	13794	14574	15346	16124	16900
MD-C	S	13099	13874	14652	15429	16203	16983

SUBTITLE B

MD-D	B	13945	14684	15428	16171	16913	17656
MD-D	Q	14574	15346	16124	16900	17681	18455
MD-D	S	14652	15429	16203	16983	17758	18534
MD-E	B	14780	15566	16356	17143	17934	18717
MD-E	Q	15447	16270	17095	17916	18741	19562
MD-E	S	15531	16348	17172	17996	18823	19644

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

Pay Grade	Pay Plan Code	S T E P S					
		1	2	3	4	5	6
MD	B	9855	10423	10994	11561	12136	12698
MD	Q	10302	10893	11489	12084	12681	13270
MD	S	10382	10974	11573	12167	12764	13356
MD-A	B	10423	11067	11712	12357	13001	13644
MD-A	Q	10893	11569	12240	12919	13590	14263
MD-A	S	10974	11648	12323	13000	13673	14344
MD-B	B	11368	12048	12736	13416	14102	14786
MD-B	Q	11885	12594	13313	14023	14737	15452
MD-B	S	11965	12679	13395	14106	14819	15534
MD-C	B	12698	13453	14219	14972	15730	16488
MD-C	Q	13270	14065	14860	15647	16440	17232
MD-C	S	13356	14146	14940	15731	16520	17316
MD-D	B	14219	14972	15730	16488	17244	18002
MD-D	Q	14860	15647	16440	17232	18027	18817
MD-D	S	14940	15731	16520	17316	18106	18898

SUBTITLE B

MD-E	B	15070	15871	16676	17479	18285	19084
MD-E	Q	15750	16589	17430	18268	19109	19945
MD-E	S	15835	16668	17508	18349	19192	20029

Effective January 1, 2012
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S					
		1	2	3	4	5	6
MD	B	9787	10350	10917	11480	12051	12610
MD	Q	10230	10817	11409	11999	12592	13178
MD	S	10310	10898	11493	12082	12674	13263
MD-A	B	10350	10990	11631	12272	12910	13548
MD-A	Q	10817	11488	12154	12828	13495	14163
MD-A	S	10898	11567	12237	12909	13578	14244
MD-B	B	11289	11965	12647	13322	14004	14682
MD-B	Q	11803	12506	13220	13926	14634	15344
MD-B	S	11882	12590	13302	14007	14716	15426
MD-C	B	12610	13360	14119	14868	15621	16373
MD-C	Q	13178	13966	14756	15538	16326	17111
MD-C	S	13263	14047	14835	15622	16406	17195
						0	
MD-D	B	14119	14868	15621	16373	17124	17877
MD-D	Q	14756	15538	16326	17111	17902	18686
MD-D	S	14835	15622	16406	17195	17980	18766
MD-E	B	14965	15761	16560	17357	18158	18951
MD-E	Q	15640	16473	17309	18140	18975	19807
MD-E	S	15725	16552	17387	18221	19058	19890

SUBTITLE B

Effective February 1, 2012**Bargaining Unit: RC-063**

Pay Grade	Pay Plan Code	S T E P S					
		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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE AA NR-916 (Departments of Central Management Services, Natural Resources and Transportation, Teamsters)
EMERGENCY**

Effective December 30, 2009, specific positions represented by the NR-916 bargaining unit and formerly not subject to the Personnel Code are extended Personnel Code jurisdiction (80 Ill. Adm. Code 305.270), allocated while the class study is in progress to the interim classification Public Service Administrator, Option 9T, and assigned to salaries that include the 2.5% increase that the employees would have received effective July 1, 2009 given the Agreement by and between the Teamsters Local 916 and the Illinois Departments of Central Management Services, Transportation and Natural Resources July 1, 2008 to June 30, 2012 signed January 6, 2009.

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>Effective December 30, 2009</u>	
				<u>Minimum Salary</u>	<u>Maximum Salary</u>
Public Service Administrator, Option 9T (end-user computer services specialist I function)	37015	NR-916	B	3500	6245
Public Service Administrator, Option 9T (end-user computer services specialist II function)	37015	NR-916	B	3985	7085
Public Service Administrator, Option 9T (end-user computer systems analyst function)	37015	NR-916	B	4280	7820

NOTE: The positions allocated to the Public Service Administrator title that are assigned to the negotiated NR-916 rates have the Option 9T. See the definition of option in Section 310.50.

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>Effective January 1, 2010</u>	
				<u>Minimum Salary</u>	<u>Maximum Salary</u>
Cartographer III	06673	NR-916	B	4165	7405
Civil Engineer I	07601	NR-916	B	4050	6255
Civil Engineer II	07602	NR-916	B	4325	7170
Civil Engineer III	07603	NR-916	B	4750	8035
Civil Engineer Trainee	07607	NR-916	B	3815	5320
Engineering Technician I	13731	NR-916	B	2355	4225
Engineering Technician II	13732	NR-916	B	2825	5075
Engineering Technician III	13733	NR-916	B	3420	6045
Engineering Technician IV	13734	NR-916	B	4190	7835
Highway Construction Supervisor I	18525	NR-916	B	3795	6790
Highway Construction Supervisor II	18526	NR-916	B	4245	7850
Public Service Administrator, Option 9T (end-user computer services specialist I function)	37015	NR-916	B	3660	6530
Public Service Administrator, Option 9T (end-user computer services specialist II function)	37015	NR-916	B	4165	7405
Public Service Administrator, Option 9T (end-user computer systems analyst function)	37015	NR-916	B	4475	8175

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>Effective January 1, 2011</u>	
				<u>Minimum Salary</u>	<u>Maximum Salary</u>
Technical Manager I	45261	NR-916	B	3215	5710
Cartographer III	06673	NR-916	B	4335	7705
Civil Engineer I	07601	NR-916	B	4215	6510
Civil Engineer II	07602	NR-916	B	4500	7460
Civil Engineer III	07603	NR-916	B	4940	8360
Civil Engineer Trainee	07607	NR-916	B	3970	5535
Engineering Technician I	13731	NR-916	B	2450	4395
Engineering Technician II	13732	NR-916	B	2940	5280
Engineering Technician III	13733	NR-916	B	3560	6290
Engineering Technician IV	13734	NR-916	B	4360	8150
Highway Construction Supervisor I	18525	NR-916	B	3950	7065
Highway Construction Supervisor II	18526	NR-916	B	4415	8165
Public Service Administrator, Option 9T (end-user computer services specialist I function)	37015	NR-916	B	3810	6795
Public Service Administrator, Option 9T (end-user computer services specialist II function)	37015	NR-916	B	4335	7705

Public Service Administrator, Option 9T (end-user computer systems analyst function)	37015	NR-916	B	4655	8505
Technical Manager I	45261	NR-916	B	3085	5305

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	Effective	
				February 1, 2011	
				<u>Minimum Salary</u>	<u>Maximum Salary</u>
Cartographer III	06673	NR-916	B	4335	7705
Civil Engineer I	07601	NR-916	B	4215	6510
Civil Engineer II	07602	NR-916	B	4500	7460
Civil Engineer III	07603	NR-916	B	4940	8360
Civil Engineer Trainee	07607	NR-916	B	3970	5535
End-User Computer Services Specialist I	13691	NR-916	B	3810	6795
End-User Computer Services Specialist II	13692	NR-916	B	4335	7705
End-User Computer Systems Analyst	13693	NR-916	B	4655	8505
Engineering Technician I	13731	NR-916	B	2450	4395
Engineering Technician II	13732	NR-916	B	2940	5280
Engineering Technician III	13733	NR-916	B	3560	6290
Engineering Technician IV	13734	NR-916	B	4360	8150
Highway Construction Supervisor I	18525	NR-916	B	3950	7065
Highway Construction Supervisor II	18526	NR-916	B	4415	8165

Technical Manager I 45261 NR-916 B 3085 5305

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Public Service Administrator, Option 6	37015	RC-150	24

**Effective July 1, 2011
Bargaining Unit: RC-150**

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
24	B	6281	6614	6963	7294	7633	7975	8477	8815
24	Q	6565	6916	7275	7626	7973	8335	8859	9214
24	S	6647	6993	7353	7704	8057	8418	8938	9296

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
24	B	6404	6743	7099	7437	7782	8132	8643	8988
24	Q	6693	7051	7417	7775	8130	8499	9032	9394
24	S	6778	7130	7497	7855	8215	8583	9114	9479

Effective January 1, 2012

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
24	B	6360	6697	7050	7385	7728	8075	8583	8925
24	Q	6647	7002	7366	7721	8073	8439	8970	9329
24	S	6730	7080	7445	7800	8158	8523	9050	9412

Effective February 1, 2012

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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)
EMERGENCY**

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

Effective July 1, 2011

S T E P S

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

Effective January 1, 2012

S T E P S

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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

**Section 310.TABLE AD RC-184 (Public Service Administrators Option 8X Department of Natural Resources, SEIU Local 73)
 EMERGENCY**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Public Service Administrator, Option 8X (blasting specialist function)	37015	RC-184	21
Public Service Administrator, Option 8X (blasting expert function)	37015	RC-184	22
Public Service Administrator, Option 8X (blasting supervisor function)	37015	RC-184	23

NOTE: The positions allocated to the Public Service Administrator title that are assigned to the negotiated RC-184 pay grades have the option 8X. See the definition of option in Section 310.50.

**Effective July 1, 2011
 Bargaining Unit: RC-184**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
21	B	5365	5642	5914	6190	6472	6741	7162	7448
22	B	5672	5969	6259	6556	6859	7144	7589	7893
23	B	6016	6336	6661	6976	7298	7615	8095	8420

Effective January 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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX A Negotiated Rates of Pay

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

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

Effective July 1, 2011

<u>Title</u>	<u>STEPS</u>							
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Internal Security Investigator I	4846	5081	5314	5554	5777	6006	6355	6611
Internal Security Investigator II	5691	5977	6261	6554	6846	7128	7568	7871

Effective January 1, 2012

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

(Source: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Conservation Police Sergeant	09347	RC-104	Q
Conservation Police Lieutenant	09340	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 frozen negotiated RC-104 rates have the option 7. See the definition of option in Section 310.50.

Effective July 1, 2011

<u>Title</u>	S T E P S						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Conservation Police Sergeant	5008	5265	5520	5776	6045	6327	6327
Conservation Police Lieutenant	5157	5421	5682	5947	6222	6513	6513
Senior Public Service Administrator, Option 7 (captain function) Department of Natural Resources	5415	5693	5967	6244	6533	6838	6838

<u>Title</u>	Longevity Bonus Rates									
	<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
Conservation Police Sergeant	6622	7004	7177	7177	7514	7866	8248	8325	8715	9127
Conservation Police Lieutenant	6816	7211	7386	7386	7736	8099	8488	8568	8971	9395
Senior Public Service Administrator, Option 7 (captain function) Department of Natural Resources	7157	7572	7755	7755	8122	8503	8913	8996	9420	9865

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table A added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Agricultural Executive	00800	RC-056	20
Agricultural Land and Water Resources Supervisor	00811	RC-056	21
Natural Resources Education Program Coordinator	28834	RC-056	20
Natural Resources Grant Coordinator	28835	RC-056	19
Natural Resources Manager I	28836	RC-056	20
Natural Resources Manager II	28837	RC-056	22
Natural Resources Manager III	28838	RC-056	24
Natural Resources Site Manager I	28841	RC-056	20
Natural Resources Site Manager II	28842	RC-056	22
Plant and Pesticide Specialist Supervisor	32506	RC-056	19
Security Officer Chief (See Note)	39875	RC-056	16
Security Officer Lieutenant (See Note)	39876	RC-056	14
Site Superintendent I	41211	RC-056	19
Site Superintendent II	41212	RC-056	21
Site Superintendent III	41213	RC-056	23
Veterinary Consumer Safety Officer	47911	RC-056	19
Veterinary Pathologist	47916	RC-056	23
Veterinary Supervisor I	47917	RC-056	21
Veterinary Supervisor II	47918	RC-056	22
Warehouse Examiner Supervisor	48786	RC-056	19

Effective July 1, 2011

<u>Pay Grade</u>	<u>Pay Plan Code</u>	S T E P S							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
14	B	3684	3829	3995	4142	4299	4550	4640	4827
14	Q	3841	3997	4172	4328	4493	4755	4849	5044
16	B	4037	4214	4390	4574	4756	5037	5140	5346
16	Q	4214	4405	4587	4778	4971	5266	5479	5699
19	B	4718	4941	5170	5389	5613	5953	6068	6313
20	B	4984	5215	5464	5700	5937	6298	6422	6679
21	B	5267	5521	5778	6042	6295	6687	6821	7092
22	B	5572	5842	6120	6403	6669	7084	7226	7515
23	B	5914	6218	6513	6814	7110	7556	7706	8014
24	B	6104	6422	6729	7040	7352	7792	7968	8286

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).

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table C added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

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

Effective July 1, 2011
Bargaining Unit: RC-006

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
01	Q	2813	2888	2962	3030	3113	3179	3312	3446
01	S	2884	2957	3032	3096	3179	3248	3382	3517
02	Q	2885	2958	3029	3106	3184	3259	3396	3530
02	S	2954	3028	3095	3175	3255	3326	3462	3602
03	Q	2958	3030	3119	3196	3273	3358	3491	3630
03	S	3028	3096	3186	3265	3341	3426	3563	3706
04	Q	3030	3121	3200	3294	3379	3467	3619	3765
04	S	3096	3190	3268	3361	3446	3537	3690	3837
05	Q	3226	3325	3432	3536	3650	3758	3934	4092
05	S	3296	3396	3504	3609	3721	3828	4011	4171
06	Q	3407	3536	3652	3771	3895	4020	4235	4403
06	S	3477	3609	3722	3843	3970	4098	4310	4482
07	Q	3428	3536	3662	3770	3906	4020	4226	4396
07	S	3500	3609	3731	3841	3979	4098	4301	4474
08	Q	3677	3813	3946	4100	4240	4376	4619	4803
08	S	3747	3883	4021	4177	4316	4456	4697	4883
09	Q	3682	3818	3957	4114	4257	4413	4653	4840
09	S	3754	3890	4035	4188	4336	4491	4730	4919
10	Q	3827	3971	4136	4294	4456	4621	4881	5078
10	S	3905	4046	4213	4370	4534	4700	4959	5158

11	Q	4005	4171	4332	4515	4686	4866	5147	5353
11	S	4079	4245	4405	4593	4763	4950	5224	5434
12	Q	4173	4347	4536	4724	4909	5092	5387	5602
12	S	4247	4426	4617	4800	4990	5169	5465	5683
13	Q	4363	4562	4767	4967	5170	5381	5691	5918
13	S	4441	4641	4847	5050	5251	5458	5769	6001
14	Q	4432	4640	4850	5051	5256	5465	5786	6016
14	S	4512	4720	4928	5130	5335	5540	5865	6099
15	Q	4578	4792	5008	5216	5437	5654	5978	6217
15	S	4656	4871	5090	5296	5521	5732	6058	6302

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table H added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

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

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

SUBTITLE B

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

Effective July 1, 2011
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
01	B	2583	2641	2712	2776	2843	2911	3030	3152
01	Q	2685	2744	2817	2887	2955	3024	3152	3279
02	B	2641	2712	2784	2847	2926	2992	3119	3246
02	Q	2744	2817	2891	2959	3042	3110	3243	3373
03	B	2662	2744	2832	2921	3014	3110	3235	3366
03	Q	2765	2852	2944	3036	3135	3232	3365	3500

SUBTITLE B

04	B	2707	2776	2846	2921	2997	3066	3195	3323
04	Q	2813	2887	2958	3036	3115	3188	3324	3457
05	B	2726	2811	2901	2992	3088	3186	3314	3448
05	Q	2836	2923	3018	3110	3213	3313	3447	3585
06	B	2789	2862	2938	3020	3097	3183	3318	3450
06	Q	2895	2974	3056	3141	3223	3309	3450	3588
07	B	2847	2934	3008	3096	3180	3264	3404	3539
07	Q	2959	3049	3129	3222	3307	3397	3547	3688
08	B	2862	2942	3028	3114	3197	3288	3437	3574
08	Q	2974	3059	3150	3236	3326	3419	3578	3723
09	B	2873	2962	3058	3153	3256	3363	3509	3648
09	Q	2987	3081	3178	3281	3387	3502	3653	3800
10	B	2934	3020	3105	3196	3284	3379	3536	3678
10	Q	3049	3141	3227	3325	3414	3518	3682	3830
11	B	2942	3035	3124	3223	3311	3405	3566	3709
11	Q	3059	3159	3249	3354	3443	3548	3714	3864
12	B	2958	3053	3150	3251	3354	3466	3618	3763
12	Q	3077	3174	3276	3382	3491	3613	3769	3920
13	B	3035	3129	3229	3329	3436	3537	3705	3853
13	Q	3159	3255	3361	3464	3576	3683	3860	4016
14	B	3043	3138	3244	3343	3456	3574	3732	3881
14	Q	3164	3265	3373	3480	3600	3723	3890	4046
15	B	3110	3206	3313	3417	3532	3635	3812	3963
15	Q	3232	3333	3446	3559	3680	3785	3974	4133

SUBTITLE B

16	B	3132	3248	3343	3454	3563	3673	3861	4017
16	Q	3259	3377	3480	3599	3711	3827	4031	4192
17	B	3135	3235	3343	3453	3571	3691	3876	4031
17	Q	3262	3365	3480	3598	3721	3848	4046	4208
18	B	3165	3266	3379	3490	3609	3730	3908	4062
18	Q	3294	3400	3518	3635	3761	3888	4078	4240
19	B	3209	3329	3437	3550	3666	3779	3979	4138
19	Q	3336	3464	3578	3699	3819	3940	4152	4320
20	B	3235	3354	3464	3584	3702	3822	4052	4216
20	Q	3365	3491	3610	3732	3858	3986	4234	4402
21	B	3327	3441	3550	3671	3795	3925	4139	4306
21	Q	3462	3584	3699	3824	3957	4098	4322	4495
22	B	3379	3504	3618	3753	3876	4020	4235	4403
22	Q	3518	3648	3769	3914	4046	4193	4423	4599
23	B	3460	3587	3712	3854	3985	4117	4342	4515
23	Q	3604	3737	3871	4020	4162	4296	4538	4718
24	B	3466	3594	3724	3866	4005	4147	4370	4548
24	Q	3613	3744	3882	4034	4180	4336	4573	4756
25	B	3766	3917	4070	4245	4404	4578	4845	5038
25	Q	3926	4090	4250	4435	4605	4785	5064	5267
26	B	3918	4092	4262	4442	4620	4794	5075	5275
26	Q	4091	4270	4452	4642	4829	5008	5304	5518
27	B	4108	4284	4470	4655	4839	5019	5307	5520
27	Q	4292	4476	4673	4865	5055	5246	5542	5764

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table I added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

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

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

SUBTITLE B

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 I	32085	RC-014	11
Photographer II	32086	RC-014	14
Photographer III	32087	RC-014	15
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

SUBTITLE B

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 frozen 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).

SUBTITLE B

Effective July 1, 2011
Bargaining Unit: RC-014

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
02	B	2527	2583	2641	2711	2772	2837	2942	3059
02	Q	2623	2685	2744	2816	2884	2950	3059	3181
02	S	2695	2751	2811	2886	2953	3018	3127	3253
02H	B	15.55	15.90	16.25	16.68	17.06	17.46	18.10	18.82
02H	Q	16.14	16.52	16.89	17.33	17.75	18.15	18.82	19.58
02H	S	16.58	16.93	17.30	17.76	18.17	18.57	19.24	20.02
03	B	2583	2641	2712	2776	2843	2911	3030	3152
03	Q	2685	2744	2817	2887	2955	3024	3152	3279
03	S	2751	2811	2887	2956	3022	3092	3220	3347
03.5	B	2641	2707	2776	2845	2911	2984	3110	3233
03.5	Q	2744	2813	2887	2957	3024	3100	3232	3363
03.5	S	2811	2884	2956	3025	3092	3170	3303	3435
04	B	2641	2712	2784	2847	2926	2992	3119	3246
04	Q	2744	2817	2891	2959	3042	3110	3243	3373
04	S	2811	2887	2960	3029	3112	3177	3311	3444
04.5	B	2707	2776	2846	2921	2997	3066	3195	3323
04.5	Q	2813	2887	2958	3036	3115	3188	3324	3457
04.5	S	2884	2956	3028	3102	3181	3258	3395	3529
05	B	2712	2789	2860	2934	3006	3080	3207	3334
05	Q	2817	2895	2973	3049	3124	3203	3334	3467
05	S	2887	2962	3042	3120	3195	3271	3404	3539
05.5	B	2776	2847	2931	3005	3080	3161	3290	3419
05.5	Q	2887	2959	3047	3123	3203	3290	3420	3558
05.5	S	2956	3029	3117	3194	3271	3357	3490	3629

SUBTITLE B

06	B	2789	2862	2938	3020	3097	3183	3318	3450
06	Q	2895	2974	3056	3141	3223	3309	3450	3588
06	S	2962	3043	3122	3212	3293	3379	3522	3664
07	B	2862	2942	3028	3114	3197	3288	3437	3574
07	Q	2974	3059	3150	3236	3326	3419	3578	3723
07	S	3043	3127	3217	3306	3397	3487	3650	3795
08	B	2942	3035	3124	3223	3311	3405	3566	3709
08	Q	3059	3159	3249	3354	3443	3548	3714	3864
08	S	3127	3224	3318	3424	3517	3618	3785	3936
09	B	3035	3129	3229	3329	3436	3537	3705	3853
09	Q	3159	3255	3361	3464	3576	3683	3860	4016
09	S	3224	3323	3429	3535	3649	3755	3933	4091
10	B	3132	3248	3343	3454	3563	3673	3861	4017
10	Q	3259	3377	3480	3599	3711	3827	4031	4192
10	S	3326	3445	3551	3668	3781	3905	4106	4270
10.5	B	3225	3329	3443	3549	3672	3779	3973	4132
10.5	Q	3358	3464	3585	3698	3825	3940	4143	4311
10.5	S	3426	3535	3658	3767	3904	4018	4224	4394
11	B	3249	3359	3467	3593	3711	3826	4029	4190
11	Q	3379	3500	3614	3743	3869	3990	4206	4374
11	S	3446	3568	3682	3815	3941	4066	4281	4451
12	B	3379	3504	3618	3753	3876	4020	4235	4403
12	Q	3518	3648	3769	3914	4046	4193	4423	4599
12	S	3586	3718	3839	3988	4124	4272	4501	4681
12.5	B	3460	3587	3712	3854	3985	4117	4342	4515
12.5	Q	3604	3737	3871	4020	4162	4296	4538	4718
12.5	S	3673	3810	3943	4098	4239	4374	4618	4801

SUBTITLE B

13	B	3507	3635	3774	3915	4057	4210	4443	4621
13	Q	3652	3785	3934	4089	4238	4394	4644	4829
13	S	3722	3859	4011	4167	4313	4474	4724	4913
14	B	3656	3795	3943	4117	4266	4428	4686	4874
14	Q	3812	3957	4119	4296	4458	4628	4898	5092
14	S	3882	4035	4192	4374	4536	4708	4975	5172
15	B	3802	3970	4133	4294	4470	4636	4915	5110
15	Q	3967	4140	4313	4487	4673	4845	5134	5341
15	S	4040	4218	4389	4567	4752	4923	5215	5423
16	B	3979	4157	4342	4521	4711	4899	5188	5395
16	Q	4152	4342	4538	4727	4922	5119	5424	5642
16	S	4232	4420	4618	4809	5001	5200	5499	5719
17	B	4170	4361	4562	4756	4949	5149	5455	5674
17	Q	4350	4559	4769	4967	5169	5381	5700	5930
17	S	4429	4639	4849	5050	5249	5458	5784	6014
18	B	4388	4599	4814	5033	5237	5448	5772	6004
18	Q	4583	4811	5032	5261	5475	5693	6035	6275
18	S	4660	4886	5110	5340	5555	5775	6111	6357
19	B	4624	4860	5089	5324	5550	5781	6133	6378
19	Q	4832	5080	5315	5569	5800	6044	6408	6665
19	S	4914	5160	5397	5647	5881	6124	6486	6746
20	B	4885	5133	5371	5626	5872	6115	6485	6745
20	Q	5106	5363	5616	5882	6135	6390	6781	7051
20	S	5187	5443	5693	5960	6214	6470	6857	7131

TR

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table J added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

Effective July 1, 2011										
Bargaining Unit: RC-023										
<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	S T E P S							
			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Child Welfare Nurse Specialist	07197	B	4831	5058	5303	5544	5898	6104	6319	6570
Corrections Nurse I	09825	Q	4580	4792	5019	5235	5577	5774	5976	6214
Corrections Nurse I	09825	S	4630	4842	5069	5285	5627	5824	6026	6264
Corrections Nurse II	09826	Q	5148	5389	5647	5907	6282	6504	6731	7001
Corrections Nurse II	09826	S	5198	5439	5697	5957	6332	6554	6781	7051
Health Facilities Surveillance Nurse	18150	B	4831	5058	5303	5544	5898	6104	6319	6570
Nursing Act Assistant Coordinator	29731	B	5132	5394	5643	5900	6270	6488	6717	6985
Registered Nurse I (See Note)	38131	B	4299	4505	4712	4921	5234	5420	5609	5832
Registered Nurse I (See Note)	38131	Q	4362	4572	4779	4992	5311	5497	5689	5918
Registered Nurse II (See Note)	38132	B	4831	5058	5303	5544	5898	6104	6319	6570
Registered Nurse II (See Note)	38132	Q	4903	5132	5378	5624	5986	6195	6409	6666

Registered Nurse – Advanced Practice (See Note)	38135	B	5444	5725	5990	6264	6655	6886	7129	7415
Registered Nurse – Advanced Practice (See Note)	38135	Q	5524	5810	6079	6357	6754	6989	7234	7526
Registered Nurse – Advanced Practice	38135	S	5574	5860	6129	6407	6804	7039	7284	7576

NOTE: Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who have 3 or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$75 per month for those employees who have 6 or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2011, no change occurs.

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).

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table K added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay

**Section 310.TABLE M Frozen RC-110-Rates-of-Pay (Conservation Police Lodge)
 EMERGENCY**

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

Effective July 1, 2011

<u>Title</u>	S T E P S						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Conservation Police Officer I	4567	4785	5132	5373	5625	5891	5891
Conservation Police Officer II	0	0	5208	5451	5701	5968	5968
Conservation Police Officer Trainee	3663	3808					

Longevity Bonus Rates

Conservation Police Officer I									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
6172	6534	6695	6695	6746	6746	6746	6746	6746	6746

Conservation Police Officer II									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
6249	6612	6774	6774	7143	7476	7834	7909	8278	8664

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table M added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Hearings Referee	18300	RC-010	23
Hearings Referee – Intermittent	18301	RC-010	23H
Public Service Administrator, Option 8L Departments of Central Management Services, Children and Family Services, Healthcare and Family Services, Labor, Public Health and Revenue, Environmental Protection Agency, Illinois Gaming Board, Guardianship and Advocacy Commission and Property Tax Appeal Board	37015	RC-010	24
Technical Advisor Advanced Program Specialist	45256	RC-010	24
Technical Advisor I	45251	RC-010	18
Technical Advisor II	45252	RC-010	20
Technical Advisor III	45253	RC-010	23

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

**Effective July 1, 2011
 Bargaining Unit: RC-010**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>STEPS</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
18	B	4388	4599	4814	5033	5237	5448	5772	6004
18	Q	4583	4811	5032	5261	5475	5693	6035	6275
20	B	4885	5133	5371	5626	5872	6115	6485	6745
20	Q	5106	5363	5616	5882	6135	6390	6781	7051

23	B	5785	6092	6405	6708	7017	7322	7784	8096
23	Q	6050	6369	6695	7009	7334	7653	8131	8456
23H	B	35.60	37.49	39.42	41.28	43.18	45.06	47.90	49.82
24	B	6158	6484	6826	7151	7483	7819	8311	8642

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table N added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

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

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

SUBTITLE B

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
Pharmacist Lead Technician	32007	RC-028	09
Pharmacist Technician	32008	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

Effective July 1, 2011
Bargaining Unit: RC-028

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
03.5	B	2641	2707	2776	2845	2911	2984	3110	3233
03.5	Q	2744	2813	2887	2957	3024	3100	3232	3363
03.5	S	2811	2884	2956	3025	3092	3170	3303	3435
04	B	2641	2712	2784	2847	2926	2992	3119	3246
04	Q	2744	2817	2891	2959	3042	3110	3243	3373
04	S	2811	2887	2960	3029	3112	3177	3311	3444
06	B	2789	2862	2938	3020	3097	3183	3318	3450
06	Q	2895	2974	3056	3141	3223	3309	3450	3588
06	S	2962	3043	3122	3212	3293	3379	3522	3664
06H	B	17.16	17.61	18.08	18.58	19.06	19.59	20.42	21.23
06H	Q	17.82	18.3	18.81	19.33	19.83	20.36	21.23	22.08
06H	S	18.23	18.73	19.21	19.77	20.26	20.79	21.67	22.55
07	B	2862	2942	3028	3114	3197	3288	3437	3574
07	Q	2974	3059	3150	3236	3326	3419	3578	3723
07	S	3043	3127	3217	3306	3397	3487	3650	3795
08	B	2942	3035	3124	3223	3311	3405	3566	3709
08	Q	3059	3159	3249	3354	3443	3548	3714	3864
08	S	3127	3224	3318	3424	3517	3618	3785	3936
09	B	3035	3129	3229	3329	3436	3537	3705	3853
09	Q	3159	3255	3361	3464	3576	3683	3860	4016
09	S	3224	3323	3429	3535	3649	3755	3933	4091
09.5	B	3110	3206	3313	3417	3532	3635	3812	3963
09.5	Q	3232	3333	3446	3559	3680	3785	3974	4133
09.5	S	3303	3403	3519	3628	3752	3859	4050	4212

SUBTITLE B

10	B	3132	3248	3343	3454	3563	3673	3861	4017
10	Q	3259	3377	3480	3599	3711	3827	4031	4192
10	S	3326	3445	3551	3668	3781	3905	4106	4270
10.5	B	3235	3354	3464	3584	3702	3822	4052	4216
10.5	Q	3365	3491	3610	3732	3858	3986	4234	4402
10.5	S	3435	3563	3679	3804	3931	4061	4308	4480
11	B	3249	3359	3467	3593	3711	3826	4029	4190
11	Q	3379	3500	3614	3743	3869	3990	4206	4374
11	S	3446	3568	3682	3815	3941	4066	4281	4451
11.5	B	3327	3441	3550	3671	3795	3925	4139	4306
11.5	Q	3462	3584	3699	3824	3957	4098	4322	4495
11.5	S	3529	3654	3770	3900	4035	4178	4405	4581
12	B	3379	3504	3618	3753	3876	4020	4235	4403
12	Q	3518	3648	3769	3914	4046	4193	4423	4599
12	S	3586	3718	3839	3988	4124	4272	4501	4681
12.5	B	3460	3587	3712	3854	3985	4117	4342	4515
12.5	Q	3604	3737	3871	4020	4162	4296	4538	4718
12.5	S	3673	3810	3943	4098	4239	4374	4618	4801
13	B	3507	3635	3774	3915	4057	4210	4443	4621
13	Q	3652	3785	3934	4089	4238	4394	4644	4829
13	S	3722	3859	4011	4167	4313	4474	4724	4913
14	B	3656	3795	3943	4117	4266	4428	4686	4874
14	Q	3812	3957	4119	4296	4458	4628	4898	5092
14	S	3882	4035	4192	4374	4536	4708	4975	5172
15	B	3802	3970	4133	4294	4470	4636	4915	5110
15	Q	3967	4140	4313	4487	4673	4845	5134	5341
15	S	4040	4218	4389	4567	4752	4923	5215	5423

SUBTITLE B

16	B	3979	4157	4342	4521	4711	4899	5188	5395
16	Q	4152	4342	4538	4727	4922	5119	5424	5642
16	S	4232	4420	4618	4809	5001	5200	5499	5719
17	B	4170	4361	4562	4756	4949	5149	5455	5674
17	Q	4350	4559	4769	4967	5169	5381	5700	5930
17	S	4429	4639	4849	5050	5249	5458	5784	6014
18	B	4388	4599	4814	5033	5237	5448	5772	6004
19	B	4624	4860	5089	5324	5550	5781	6133	6378
19	Q	4832	5080	5315	5569	5800	6044	6408	6665
19	S	4914	5160	5397	5647	5881	6124	6486	6746
21	B	5159	5425	5687	5952	6223	6482	6887	7162
21	Q	5392	5671	5942	6221	6505	6777	7197	7485
21	S	5472	5747	6020	6302	6583	6854	7277	7568

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table O added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
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

SUBTITLE B

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

Effective July 1, 2011
Bargaining Unit: RC-029

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
04	B	2713	2784	2847	2927	2992	3120	3171	3298
04H	B	15.59							
05	B	2789	2860	2934	3006	3079	3207	3261	3392
07	B	2942	3029	3115	3196	3288	3438	3498	3639
08	B	3035	3125	3224	3311	3404	3566	3630	3776
10	B	3247	3343	3453	3562	3673	3861	3932	4089
11	B	3359	3467	3593	3710	3827	4028	4106	4270
12	B	3503	3618	3753	3876	4019	4235	4314	4486
12	Q	3648	3768	3913	4047	4194	4422	4512	4692
13	B	3636	3774	3914	4057	4210	4443	4531	4712
13	Q	3785	3935	4089	4238	4394	4644	4734	4925
14	B	3796	3944	4116	4266	4427	4686	4780	4972
15	B	3969	4133	4295	4470	4635	4915	5009	5210
16	B	4157	4342	4521	4712	4899	5188	5295	5507
16	Q	4537	4727	4922	5119	5424	5532	5645	5872
17	B	4361	4563	4756	4949	5149	5455	5567	5789
18	B	4599	4815	5033	5237	5448	5773	5887	6124
18	Q	5032	5261	5475	5692	6035	6154	6277	6528

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: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table P added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

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

**Effective July 1, 2011
Bargaining Unit: RC-042**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>STEPS</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
01	B	3249	3359	3467	3593	3711	3826	4029	4190
01	Q	3379	3500	3614	3743	3869	3990	4206	4374
01	S	3446	3568	3682	3815	3941	4066	4281	4451
01H	B	19.92	20.59	21.25	22.03	22.75	23.45	24.70	25.69
01H	Q	20.71	21.46	22.15	22.95	23.72	24.46	25.78	26.81
01H	S	21.12	21.87	22.57	23.39	24.16	24.93	26.24	27.29
02	B	3379	3504	3618	3753	3876	4020	4235	4403
02	Q	3518	3648	3769	3914	4046	4193	4423	4599
02	S	3586	3718	3839	3988	4124	4272	4501	4681

SUBTITLE B

03	B	3507	3635	3774	3915	4057	4210	4443	4621
03	Q	3652	3785	3934	4089	4238	4394	4644	4829
03	S	3722	3859	4011	4167	4313	4474	4724	4913
04	B	3507	3635	3774	3915	4057	4210	4443	4621
04	Q	3652	3785	3934	4089	4238	4394	4644	4829
04	S	3722	3859	4011	4167	4313	4474	4724	4913
05	B	3802	3970	4133	4294	4470	4636	4915	5110
05	Q	3967	4140	4313	4487	4673	4845	5134	5341
05	S	4040	4218	4389	4567	4752	4923	5215	5423
06	B	3802	3970	4133	4294	4470	4636	4915	5110
06	Q	3967	4140	4313	4487	4673	4845	5134	5341
06	S	4040	4218	4389	4567	4752	4923	5215	5423
07	B	3802	3970	4133	4294	4470	4636	4915	5110
07	Q	3967	4140	4313	4487	4673	4845	5134	5341
07	S	4040	4218	4389	4567	4752	4923	5215	5423

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table R added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
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 (criminal intelligence analyst supervisor, strategic management policy administrator, firearms specialist, computer evidence recovery specialist, and narcotics and currency unit supervisor non-sworn functions at State Police, statewide enforcement function at Financial and Professional Regulation, and superintendent, operations center supervisor and training academy supervisor functions at Corrections)	37015	VR-704	25
Public Service Administrator, Option 7 (inspector sworn and sex offender registry supervisor non-sworn functions at State Police)	37015	VR-704	26
Public Service Administrator, Options 7 (women and family services coordinator, district supervisor, staff assistant and deputy commander of intelligence functions at Corrections and investigator function at Human Services in the Office of the Inspector General), 8L (at Corrections) and 8J (dietary manager function at Corrections)	37015	VR-704	24
Shift Supervisor	40800	VR-704	24

NOTE: The positions allocated to the Public Service Administrator title that are assigned to the frozen negotiated VR-704 pay grade have the following options: 7; 8L and 8J. See the definition of option in Section 310.50.

Effective July 1, 2011
Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
24	B	6157	6484	6825	7150	7482	7818	8310	8641
24	Q	6436	6779	7131	7475	7816	8171	8685	9032
24	S	6516	6855	7209	7552	7898	8253	8762	9113
25	B	6563	6921	7286	7650	8013	8378	8915	9273
25	Q	6856	7233	7611	7997	8377	8756	9318	9691
25	S	6937	7313	7691	8073	8454	8832	9397	9774
26	B	7003	7386	7779	8172	8553	8937	9515	9894
26	Q	7340	7739	8149	8561	8961	9361	9967	10365

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table S added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay

**Section 310.TABLE T Frozen HR-010-Rates-of-Pay (Teachers of Deaf, IFT)
 EMERGENCY**

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

**Effective July 1, 2011
 Bargaining Unit: HR-010**

S T E P S

<u>Lane</u>	<u>Educational Level</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	3144	3318	3498	3672	3861	4040	4431	4609
2	BA + 8 Hours	3244	3418	3605	3792	3988	4177	4577	4761
3	BA + 16 Hours	3327	3523	3721	3914	4102	4308	4726	4914
4	BA + 24 Hours	3420	3627	3830	4033	4243	4443	4878	5075
5	MA	3525	3731	3940	4152	4368	4575	5021	5222
6	MA + 16 Hours	3608	3817	4027	4241	4460	4664	5117	5320
7	MA + 32 Hours	3718	3926	4139	4355	4574	4782	5242	5452

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: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table T added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Correctional Casework Supervisor	09655	CU-500	20
Correctional Lieutenant	09673	CU-500	19
Corrections Clerk III	09773	CU-500	16
Corrections Food Service Supervisor III	09795	CU-500	18
Corrections Identification Supervisor	09800	CU-500	19
Corrections Industry Supervisor	09807	CU-500	18
Corrections Laundry Manager II	09809	CU-500	17
Corrections Leisure Activity Specialist IV	09814	CU-500	20
Corrections Maintenance Supervisor	09822	CU-500	17
Corrections Residence Counselor II	09838	CU-500	17
Corrections Supply Supervisor III	09863	CU-500	18
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**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
08	Q	3129	3226	3322	3426	3519	3621	3786	3939
13	Q	3724	3862	4014	4169	4314	4475	4725	4914
16	Q	4235	4421	4619	4811	5002	5205	5500	5720
16	S	4310	4499	4697	4886	5081	5283	5581	5804
17	Q	4432	4640	4850	5051	5256	5465	5786	6016
17	S	4512	4720	4928	5130	5335	5540	5865	6099

SUBTITLE B

18	Q	4663	4887	5111	5341	5556	5777	6115	6360
18	S	4745	4966	5192	5420	5637	5854	6195	6444
19	Q	4916	5162	5398	5649	5882	6126	6488	6749
19	S	4994	5237	5476	5728	5960	6205	6570	6833
20	Q	5190	5444	5695	5962	6216	6471	6858	7132
20	S	5269	5526	5778	6044	6299	6549	6939	7217
21	Q	5472	5751	6020	6303	6584	6857	7278	7569
21	S	5553	5828	6102	6381	6666	6934	7357	7652
22	Q	5694	5989	6061	6570	6869	7154	7591	7892
22	S	5776	6063	6357	6645	6948	7234	7671	7975
24	Q	6519	6861	7212	7556	7899	8253	8766	9120
24	S	6596	6936	7290	7634	7977	8333	8845	9198

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table V added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

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

SUBTITLE B

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
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

SUBTITLE B

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

SUBTITLE B

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

SUBTITLE B

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

SUBTITLE B

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 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

SUBTITLE B

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

SUBTITLE B

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
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

SUBTITLE B

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, 7 Gaming Board and Department of Revenue, 8C and 8F executive chief pilot function Department of Transportation	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

SUBTITLE B

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 (IL)	38369	RC-062	25
Revenue Audit Supervisor (states other than IL and not assigned to RC-062-29)	38369	RC-062	27
Revenue Audit Supervisor (See Note)	38369	RC-062	29
Revenue Auditor I (IL)	38371	RC-062	16
Revenue Auditor I (states other than IL and not assigned to RC-062-21)	38371	RC-062	19
Revenue Auditor I (See Note)	38371	RC-062	21
Revenue Auditor II (IL)	38372	RC-062	19
Revenue Auditor II (states other than IL and not assigned to RC-062-24)	38372	RC-062	22
Revenue Auditor II (See Note)	38372	RC-062	24
Revenue Auditor III (IL)	38373	RC-062	22
Revenue Auditor III (states other than IL and not assigned to RC-062-26)	38373	RC-062	24
Revenue Auditor III (See Note)	38373	RC-062	26
Revenue Auditor Trainee (IL)	38375	RC-062	12
Revenue Auditor Trainee (states other than IL and not assigned to RC-062-15)	38375	RC-062	13
Revenue Auditor Trainee (See Note)	38375	RC-062	15

SUBTITLE B

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 (IL)	38425	RC-062	23
Revenue Computer Audit Specialist (states other than IL and not assigned to RC-062-27)	38425	RC-062	25
Revenue Computer Audit Specialist (See Note)	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
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 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

SUBTITLE B

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 the frozen negotiated RC-062 pay grade have the following options: 2; 7; 8B; 8C; 8F; 8Y; and 8Z. See the definition of option in Section 310.50.

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-062-25
- 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.

Effective July 1, 2011
Bargaining Unit: RC-062

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
09	B	3035	3129	3229	3329	3436	3537	3705	3853
09	Q	3159	3255	3361	3464	3576	3683	3860	4016
09	S	3224	3323	3429	3535	3649	3755	3933	4091
10	B	3132	3248	3343	3454	3563	3673	3861	4017
10	Q	3259	3377	3480	3599	3711	3827	4031	4192
10	S	3326	3445	3551	3668	3781	3905	4106	4270
11	B	3249	3359	3467	3593	3711	3826	4029	4190
11	Q	3379	3500	3614	3743	3869	3990	4206	4374
11	S	3446	3568	3682	3815	3941	4066	4281	4451
12	B	3379	3504	3618	3753	3876	4020	4235	4403
12	Q	3518	3648	3769	3914	4046	4193	4423	4599
12	S	3586	3718	3839	3988	4124	4272	4501	4681
12H	B	20.79	21.56	22.26	23.10	23.85	24.74	26.06	27.10
12H	Q	21.65	22.45	23.19	24.09	24.90	25.80	27.22	28.30
12H	S	22.07	22.88	23.62	24.54	25.38	26.29	27.70	28.81
13	B	3507	3635	3774	3915	4057	4210	4443	4621
13	Q	3652	3785	3934	4089	4238	4394	4644	4829
13	S	3722	3859	4011	4167	4313	4474	4724	4913
14	B	3656	3795	3943	4117	4266	4428	4686	4874
14	Q	3812	3957	4119	4296	4458	4628	4898	5092
14	S	3882	4035	4192	4374	4536	4708	4975	5172
14H	B	22.50	23.35	24.26	25.34	26.25	27.25	28.84	29.99
14H	Q	23.46	24.35	25.35	26.44	27.43	28.48	30.14	31.34
14H	S	23.89	24.83	25.80	26.92	27.91	28.97	30.62	31.83

SUBTITLE B

15	B	3802	3970	4133	4294	4470	4636	4915	5110
15	Q	3967	4140	4313	4487	4673	4845	5134	5341
15	S	4040	4218	4389	4567	4752	4923	5215	5423
16	B	3979	4157	4342	4521	4711	4899	5188	5395
16	Q	4152	4342	4538	4727	4922	5119	5424	5642
16	S	4232	4420	4618	4809	5001	5200	5499	5719
16H	B	24.49	25.58	26.72	27.82	28.99	30.15	31.93	33.20
16H	Q	25.55	26.72	27.93	29.09	30.29	31.50	33.38	34.72
16H	S	26.04	27.20	28.42	29.59	30.78	32.00	33.84	35.19
17	B	4170	4361	4562	4756	4949	5149	5455	5674
17	Q	4350	4559	4769	4967	5169	5381	5700	5930
17	S	4429	4639	4849	5050	5249	5458	5784	6014
18	B	4388	4599	4814	5033	5237	5448	5772	6004
18	Q	4583	4811	5032	5261	5475	5693	6035	6275
18	S	4660	4886	5110	5340	5555	5775	6111	6357
19	B	4624	4860	5089	5324	5550	5781	6133	6378
19	J	4624	4860	5089	5324	5550	5781	6133	6378
19	Q	4832	5080	5315	5569	5800	6044	6408	6665
19	S	4914	5160	5397	5647	5881	6124	6486	6746
20	B	4885	5133	5371	5626	5872	6115	6485	6745
20	Q	5106	5363	5616	5882	6135	6390	6781	7051
20	S	5187	5443	5693	5960	6214	6470	6857	7131
21	B	5159	5425	5687	5952	6223	6482	6887	7162
21	U	5159	5425	5687	5952	6223	6482	6887	7162
21	Q	5392	5671	5942	6221	6505	6777	7197	7485
21	S	5472	5747	6020	6302	6583	6854	7277	7568

SUBTITLE B

22	B	5454	5739	6018	6304	6595	6869	7297	7589
22	Q	5698	5998	6292	6586	6891	7181	7625	7928
22	S	5781	6074	6371	6665	6972	7263	7706	8014
23	B	5785	6092	6405	6708	7017	7322	7784	8096
23	Q	6050	6369	6695	7009	7334	7653	8131	8456
23	S	6127	6446	6774	7090	7413	7731	8212	8538
24	B	6158	6484	6826	7151	7483	7819	8311	8642
24	J	6158	6484	6826	7151	7483	7819	8311	8642
24	Q	6436	6780	7132	7476	7817	8172	8685	9033
24	S	6517	6856	7209	7553	7899	8253	8763	9114
25	B	6564	6922	7287	7651	8014	8379	8917	9274
25	J	6564	6922	7287	7651	8014	8379	8917	9274
25	Q	6857	7234	7612	7998	8378	8757	9319	9692
25	S	6938	7313	7692	8074	8454	8833	9397	9775
26	B	7003	7387	7780	8173	8554	8938	9515	9895
26	U	7003	7387	7780	8173	8554	8938	9515	9895
27	B	7477	7884	8300	8720	9129	9539	10155	10562
27	J	7477	7884	8300	8720	9129	9539	10155	10562
27	U	7477	7884	8300	8720	9129	9539	10155	10562
28	B	7845	8270	8709	9150	9579	10008	10656	11084
29	U	8232	8679	9138	9603	10052	10503	11182	11629

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table W added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Actuary III	00203	RC-063	26
Architect	01440	RC-063	22
Chaplain I	06901	RC-063	16
Chaplain II	06902	RC-063	19
Child Welfare Administrative Case Reviewer	07190	RC-063	22
Child Welfare Advanced Specialist	07215	RC-063	19
Child Welfare Court Facilitator	07196	RC-063	22
Child Welfare Senior Specialist	07217	RC-063	22
Child Welfare Specialist	07218	RC-063	18
Civil Engineer I	07601	RC-063	15
Civil Engineer II	07602	RC-063	17
Civil Engineer III	07603	RC-063	19
Civil Engineer IV	07604	RC-063	22
Clinical Pharmacist	08235	RC-063	25
Clinical Psychologist	08250	RC-063	23
Clinical Psychology Associate	08255	RC-063	18
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

SUBTITLE B

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

SUBTITLE B

Public Health Educator	36430	RC-063	19
Public Service Administrator, Option 8D	37015	RC-063	23
Public Service Administrator, Option 8I Department of Natural Resources	37015	RC-063	22
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, 6E, 7 (Criminal Justice Information Authority), 8A (Department of Public Health), 8E, 8N, 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, 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 frozen negotiated RC-063 pay grade have the following options: 1; 3; 4; 6E; 7; 8A; 8D; 8E; 8H; 8I; 8N; 8P; 8T; 8U and 9G. The positions allocated to the Senior Public Service Administrator title that are assigned to the frozen negotiated pay grade have the option 8P. See the definition of option in Section 310.50.

Effective July 1, 2011
Bargaining Unit: RC-063

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
14	B	3656	3795	3943	4117	4266	4428	4686	4874
14	Q	3812	3957	4119	4296	4458	4628	4898	5092
14	S	3882	4035	4192	4374	4536	4708	4975	5172
15	B	3802	3970	4133	4294	4470	4636	4915	5110
15	Q	3967	4140	4313	4487	4673	4845	5134	5341
15	S	4040	4218	4389	4567	4752	4923	5215	5423
16	B	3979	4157	4342	4521	4711	4899	5188	5395
16	Q	4152	4342	4538	4727	4922	5119	5424	5642
16	S	4232	4420	4618	4809	5001	5200	5499	5719
17	B	4170	4361	4562	4756	4949	5149	5455	5674
17	Q	4350	4559	4769	4967	5169	5381	5700	5930
17	S	4429	4639	4849	5050	5249	5458	5784	6014
18	B	4388	4599	4814	5033	5237	5448	5772	6004
18	Q	4583	4811	5032	5261	5475	5693	6035	6275
18	S	4660	4886	5110	5340	5555	5775	6111	6357
19	B	4624	4860	5089	5324	5550	5781	6133	6378
19	Q	4832	5080	5315	5569	5800	6044	6408	6665
19	S	4914	5160	5397	5647	5881	6124	6486	6746
20	B	4885	5133	5371	5626	5872	6115	6485	6745
20	Q	5106	5363	5616	5882	6135	6390	6781	7051
20	S	5187	5443	5693	5960	6214	6470	6857	7131
21	B	5159	5425	5687	5952	6223	6482	6887	7162
21	Q	5392	5671	5942	6221	6505	6777	7197	7485
21	S	5472	5747	6020	6302	6583	6854	7277	7568

SUBTITLE B

22	B	5454	5739	6018	6304	6595	6869	7297	7589
22	Q	5698	5998	6292	6586	6891	7181	7625	7928
22	S	5781	6074	6371	6665	6972	7263	7706	8014
23	B	5785	6092	6405	6708	7017	7322	7784	8096
23	Q	6050	6369	6695	7009	7334	7653	8131	8456
23	S	6127	6446	6774	7090	7413	7731	8212	8538
24	B	6158	6484	6826	7151	7483	7819	8311	8642
24	Q	6436	6780	7132	7476	7817	8172	8685	9033
24	S	6517	6856	7209	7553	7899	8253	8763	9114
25	B	6564	6922	7287	7651	8014	8379	8917	9274
25	Q	6857	7234	7612	7998	8378	8757	9319	9692
25	S	6938	7313	7692	8074	8454	8833	9397	9775
26	B	7003	7387	7780	8173	8554	8938	9515	9895
26	Q	7341	7739	8149	8561	8962	9362	9968	10367
26	S	7410	7813	8228	8643	9046	9452	10067	10469
27	B	7477	7884	8300	8720	9129	9539	10155	10562
27	Q	7815	8240	8674	9118	9543	9972	10616	11040

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table X added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>
Educator	13100	RC-063

Effective July 1, 2011

12- Mont h Lane	Educational Level	Pay Plan Code	S T E P S							
			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
01	BA	E	4260	4460	4655	4868	5119	5357	5812	6044
01	BA	L	4323	4522	4724	4943	5196	5436	5897	6132
01	BA	P	4398	4604	4800	5018	5273	5518	5975	6214
02	BA + 8 Hours	E	4373	4575	4780	5032	5291	5540	6008	6250
02	BA + 8 Hours	L	4439	4642	4850	5104	5366	5622	6098	6340
02	BA + 8 Hours	P	4518	4723	4928	5184	5446	5700	6173	6420
03	BA + 16 Hours	E	4477	4691	4930	5192	5442	5718	6202	6449
03	BA + 16 Hours	L	4542	4760	5002	5268	5523	5801	6292	6544
03	BA + 16 Hours	P	4621	4837	5081	5347	5601	5882	6371	6626
04	BA + 24 Hours	E	4579	4810	5079	5348	5623	5894	6405	6661
04	BA + 24 Hours	L	4647	4880	5154	5426	5707	5980	6496	6759
04	BA + 24 Hours	P	4727	4958	5232	5502	5787	6060	6580	6843
05	MA	E	4697	4946	5228	5507	5797	6068	6597	6862
05	MA	L	4765	5018	5303	5587	5881	6163	6695	6964
05	MA	P	4845	5096	5381	5664	5959	6240	6774	7044
06	MA + 16 Hours	E	4781	5062	5341	5622	5913	6189	6730	6999
06	MA + 16 Hours	L	4852	5134	5419	5702	6003	6279	6830	7101
06	MA + 16 Hours	P	4929	5215	5496	5786	6079	6363	6904	7181
07	MA + 32 Hours	E	4928	5205	5493	5778	6065	6347	6893	7169
07	MA + 32 Hours	L	5001	5283	5573	5865	6158	6440	6991	7272
07	MA + 32 Hours	P	5080	5361	5653	5942	6238	6519	7073	7355

Effective July 1, 2011

9- Month Lane	Educational Level	Pay Plan Code	S T E P S							
			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
01	BA	M	3145	3318	3499	3672	3861	4040	4432	4609
01	BA	O	3145	3318	3499	3672	3861	4040	4432	4609
02	BA + 8 Hours	M	3244	3418	3606	3792	3988	4178	4577	4761
02	BA + 8 Hours	O	3244	3418	3606	3792	3988	4178	4577	4761
03	BA + 16 Hours	M	3327	3523	3721	3915	4102	4308	4726	4915
03	BA + 16 Hours	O	3327	3523	3721	3915	4102	4308	4726	4915
04	BA + 24 Hours	M	3420	3627	3830	4033	4243	4444	4878	5075
04	BA + 24 Hours	O	3420	3627	3830	4033	4243	4444	4878	5075
05	MA	M	3525	3731	3940	4152	4368	4575	5021	5223
05	MA	O	3525	3731	3940	4152	4368	4575	5021	5223
06	MA + 16 Hours	M	3609	3818	4028	4241	4460	4664	5118	5321
06	MA + 16 Hours	O	3609	3818	4028	4241	4460	4664	5118	5321
07	MA + 32 Hours	M	3719	3927	4139	4355	4574	4782	5242	5452
07	MA + 32 Hours	O	3719	3927	4139	4355	4574	4782	5242	5452

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table Y added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

SUBTITLE B

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay

**Section 310.TABLE Z Frozen RC-063-Rates-of-Pay (Physicians, AFSCME)
EMERGENCY**

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

**Effective July 1, 2011
Bargaining Unit: RC-063**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>					
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
MD	B	9476	10022	10571	11116	11669	12210
MD	Q	9906	10474	11047	11619	12193	12760
MD	S	9983	10552	11128	11699	12273	12842
MD-A	B	10022	10641	11262	11882	12501	13119
MD-A	Q	10474	11124	11769	12422	13067	13714
MD-A	S	10552	11200	11849	12500	13147	13792
MD-B	B	10931	11585	12246	12900	13560	14217
MD-B	Q	11428	12110	12801	13484	14170	14858
MD-B	S	11505	12191	12880	13563	14249	14937
MD-C	B	12210	12936	13672	14396	15125	15854
MD-C	Q	12760	13524	14288	15045	15808	16569
MD-C	S	12842	13602	14365	15126	15885	16650

SUBTITLE B

MD-D	B	13672	14396	15125	15854	16581	17310
MD-D	Q	14288	15045	15808	16569	17334	18093
MD-D	S	14365	15126	15885	16650	17410	18171
MD-E	B	14490	15261	16035	16807	17582	18350
MD-E	Q	15144	15951	16760	17565	18374	19178
MD-E	S	15226	16027	16835	17643	18454	19259

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table Z added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Public Service Administrator, Option 6	37015	RC-150	24

**Effective July 1, 2011
 Bargaining Unit: RC-150**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>STEPS</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
24	B	6158	6484	6826	7151	7483	7819	8311	8642
24	Q	6436	6780	7132	7476	7817	8172	8685	9033
24	S	6517	6856	7209	7553	7899	8253	8763	9114

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table AB added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay

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

<u>Title</u>	Title Code	g Unit	
Public Service Administrator, Option 8X (blasting specialist function)	37015	RC-184	21
Public Service Administrator, Option 8X (blasting expert function)	37015	RC-184	22
Public Service Administrator, Option 8X (blasting supervisor function)	37015	RC-184	23

NOTE: The positions allocated to the Public Service Administrator title that are assigned to the frozen negotiated RC-184 pay grades have the option 8X. See the definition of option in Section 310.50.

**Effective July 1, 2011
Bargaining Unit: RC-184**

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
21	B	5159	5425	5687	5952	6223	6482	6887	7162
22	B	5454	5739	6018	6304	6595	6869	7297	7589
23	B	5785	6092	6405	6708	7017	7322	7784	8096

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table AD added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay

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

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

Effective July 1, 2011

<u>Title</u>	S T E P S							
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Internal Security Investigator I	4660	4886	5110	5340	5555	5775	6111	6357
Internal Security Investigator II	5472	5747	6020	6302	6583	6854	7277	7568

(Source: Old Appendix B repealed at 34 Ill. Reg. 6583, effective April 30, 2010; new Appendix B Table AE added by emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX C Medical Administrator Rates (Repealed)

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

SUBTITLE B

**Section 310.APPENDIX D Merit Compensation System Salary Schedule
EMERGENCY****Effective July 1, 2011**

<u>Salary Range</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>
MS-01	1346	2650
MS-02	1826	3059
MS-03	1911	3357
MS-04	2020	3574
MS-05	2138	3763
MS-06	2207	3853
MS-07	2280	4017
MS-08	2367	4190
MS-09	2464	4403
MS-10	2556	4760
MS-11	2611	5075
MS-12	2666	5121
MS-13	2779	5356
MS-14	2892	5395
MS-15	2900	5517
MS-16	3020	5674
MS-17	3059	5697
MS-18	3136	5968
MS-19	3174	6004
MS-20	3258	6355
MS-21	3341	6378
MS-22	3435	6667
MS-23	3528	6745
MS-24	3626	6893
MS-25	3724	7162
MS-26	3831	7553
MS-27	3937	7589
MS-28	4058	7968
MS-29	4178	8096
MS-30	4303	8523
MS-31	4432	9074

SUBTITLE B

MS-32	4565	9707
MS-33	4702	10383
MS-34	4843	11171
MS-35	4988	11969
MS-36	5138	12880
MS-37	5292	13907
MS-38	5451	14257
MS-39	5615	14588
MS-60	8414	15581
MS-61	9093	16544
MS-62	9396	16982
MS-63	5783	18332
MS-64	10441	18498
MS-65	10812	19454
MS-66	10987	19680
MS-67	11163	19914

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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)

Section 310.APPENDIX E Teaching Salary Schedule (Repealed)

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

Section 310.APPENDIX F Physician and Physician Specialist Salary Schedule (Repealed)

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

SUBTITLE B

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

<u>Title</u>	<u>Title Code</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>
Health Information Administrator	18041	2674	6488
Human Resources Representative	19692	2324	5461
Human Resources Specialist	19693	2674	6488
Public Service Administrator	37015	3116	8301
Residential Services Supervisor	38280	2324	5461
Senior Public Service Administrator	40070	4295	10500

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: Emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days)