

# PAY PROCEDURES

Effective July 12, 2024

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## PERSONNEL CODE ADMINISTRATION

### **Department of Central Management Services (CMS)**

The State of Illinois established its [Personnel Code](#) (20 ILCS 415/) in 1955 and tasked the Department of Central Management Services (CMS) as the statutory administrator of the Personnel Code. As such, CMS provides the necessary centralized review and approval of personnel actions after State agency vetting and internal processing.

Oversight of the statewide personnel system is also provided by the Civil Service Commission, the Department of Labor, negotiated collective bargaining agreements with labor unions, and relevant court decisions.

**Executive Ethics Commission (EEC)** – The EEC promotes ethics in public service and ensures that the State's business is conducted with efficiency, transparency, fairness, and integrity. The EEC's activities range from overseeing annual ethics training to enforcing the Ethics Act for all employees of the executive branch of State government. The EEC also provides independent oversight of the procurement process.

**Office of the Executive Inspector General (OEIG)** – The State Officials and Employees Ethics Act directs the OEIG to "review hiring and employment files of each State agency within [its] jurisdiction to ensure compliance with *Rutan v. Republican Party of Illinois*... and with all applicable employment laws." 5 ILCS 430/20-20(9). In keeping with this mandate, in fiscal year 2016 (FY2016), the OEIG created the Division of Hiring & Employment Monitoring (HEM), which conducts compliance-based reviews of State hiring and employment procedures and decisions to ensure that they are lawful, merit-based and/or justifiable. HEM conducts file reviews and on-site monitoring of agency hiring decisions. OEIG-HEM, along with CMS, developed the Comprehensive Employment Plan for state government under the Governor.

**CMS Bureau of (Statewide) Personnel** – The Bureau of Statewide Personnel provides and maintains a central clearinghouse of information, known as the Personnel Workbench. The CMS Personnel Workbench contains information on policy and procedures beyond the statutory mandates. On the CMS Personnel Workbench, the Deputy Director's Desk maintains record of policy and procedure memoranda that have been issued. The Workbench also provides procedural manuals and forms to assist State of Illinois personnel staff.

**Agency HR Office** – An employee starts an inquiry with the supervisor or at the employee's agency, or agency's facility, personnel office. In-house experts have seen many situations that may help address the inquiry or issue.

## PERSONNEL CODE STRUCTURE

The Personnel Code set forth a system that provided a process for establishment of [Class Specifications](#) for position titles in use by the State of Illinois. The Class Specification outlines the important elements of a position title, including its Distinguishing Features of Work, Illustrative Examples of Work, and Desirable Requirements, amongst others. The Personnel Code also allowed for the creation of a [Pay Plan](#) for position titles, based upon the job duties and qualifications in the Class Specification for each title. The Pay Plan offers various salary schedules and pay ranges, and a set of uniform pay practices for administering the state's compensation program. Information regarding pay associated with any of the titles utilized by the State of Illinois is created and distributed by CMS in its [Alphabetical Index](#).

### **Pay Plan**

The State of Illinois Pay Plan takes into consideration all the types of employment available under the Personnel Code. The various types of employment include both union-represented (which comprises approximately ninety-three percent of State of Illinois

Employees) as well as non-union employment.

For union-represented titles, the Pay Plan includes salary ranges that reflect the rates that have been negotiated between CMS, as the agent of the Governor of the State of Illinois, and the labor union representing each bargaining unit. The resulting collective bargaining agreements (CBA's) govern all personnel actions impacting employees and prescribes these actions in detail, including available rates of pay and salary treatment. Of special note, laborers, workers, and mechanics employed on public works projects are also represented by labor unions and are paid the general prevailing rate for work of a similar character in the county where the work is performed.

The non-union employees fall into one of two types; approximately four percent of employees are what is termed Merit Comp, and the remaining three percent are working in a position that is exempted from the Personnel Code. The Pay Plan includes salary ranges for these non-union titles, specifying the minimum and maximum allowable salary for each title. Merit Comp positions are competitively selected and a starting salary within the assigned range is negotiated and approved by CMS. For positions exempted from the Personnel Code, the Governor's Office negotiates a starting salary within the applicable salary range for the position title.

## **PAY TREATMENT DETERMINATION**

While the Pay Plan establishes the applicable salary range, there are other factors to be considered that impact the salary treatment for an employee because of a personnel action. These factors include the nature of the employee movement, the nature of the position, the type of appointment (if applicable), and/or its salary range assignment.

### **Employee Movement**

- When the former and targeted classifications are the same, the employee movement will either be an interim assignment, a transfer, or a geographical transfer.
- When, in a broad-band classification title, the targeted position has substantial additional responsibilities compared to the former position.
- When the former and targeted classifications are different, the employee movement could either be an interim assignment, a transfer, geographical transfer, demotion, voluntary reduction, or promotion, based on the position being allocated to another class, or based on the positions in a class being reclassified.
- When comparing former and targeted classifications, the pay grades or salary ranges assigned to the former and targeted classifications, or the maximum permissible base salary or rate assigned to the former and targeted classifications, the following pertains to the comparison. Two or more classes that are in the same salary range are considered comparable classes. When the former and targeted classification titles are the same, no comparison beyond the titles, which are the same, is needed.

### **Position**

- When a new position is established and approved through CMS (or a new classification is established and approved by the Civil Service Commission) no bargaining unit has petitioned the Illinois Labor Relations Board (ILRB) to certify its inclusion as represented by a bargaining unit. Therefore, it is not certified, and is treated as Merit Comp.
- When a position is allocated to a class title 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 (ILRB), a merit compensation salary range is assigned to the class title as approved by the Director and used for the position. This is what is known as a Split Class.

- When the position is allocated to a Trainee Program title and, as a result, assigned a merit compensation salary range. If the title is a Trainee Program title, the Director's approval of the merit compensation salary range assignment shall be based on: 1) the recommendation of the Agency Head where the Trainee Program is established; 2) comparison of the salary ranges assigned to other Trainee Program titles; and 3) the maximum base salary in the recommended merit compensation salary range normally being less than the minimum base salary of the targeted classification title for which training is being conducted.

### **Type of Appointment**

- When an employee is appointed through a Temporary Appointment to a position otherwise represented by a bargaining unit, the employee is assigned a merit compensation rate from the class title's assigned salary range. For employees in positions to perform temporary or seasonal work, no position shall be filled by temporary appointment for more than 6 months out of any 12-month period.
- All positions not subject to Section 4d(1), (2), (3) and (6) of the Personnel Code (20 ILCS 415) on or above merit compensation grade 12, or its equivalent, shall be subject to Term Appointments, except all positions for which the duties and responsibilities of are wholly professional but do not include policy-making or major administrative responsibilities and those positions which have either salaries at negotiated rates or salaries at prevailing rates. These exceptions are exempt from the provisions of the Term Appointment.

### **Salary Range Assignment**

Every class title is assigned a MS- or BB- salary range to establish an easy comparison among the class titles. Salary ranges are made up of base salaries and exclude commission, incentive pay, longevity pay, overtime pay, shift differential pay, or deductions for time not worked. The format of the salary range's label is MS-##, that corresponds to salary range with its designated minimum salary to the maximum salary assigned to a class title. MS- titles and salary range assignments are found in Appendix A. The broad-banded (BBR- or BB-) titles and salary range assignments can be found in Appendix E.

To establish the salary treatment upon initial placement of an employee from a MS- to a BB- salary range, it is necessary to determine the "lowest corresponding Merit Compensation grade." That is the MS- salary range with a minimum base salary closest to, but not lower than, that of the BB-salary range minimum base salary. The employee appointed to a position with a current salary range maximum base salary equal to or greater than the maximum base salary of the "lowest corresponding Merit Compensation grade" will be placed in the BB- salary range with no change in base salary. The employee appointed to a position with a current salary range maximum base salary 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 base salary or higher than the maximum base salary of the new salary range.

The minimum monthly base salary and maximum monthly base salary associated with the salary range label can be found in Appendix D.

## **STATE CAREER AND ANY OTHER POSITION MOVE**

**Anticipated Starting Salary** – This is a position-specific base salary, or smaller range, within the salary range that is assigned to the classification title to which the position being filled is allocated. The anticipated starting salary is identified on the posting of a job vacancy as a guide to the hiring agency and potential applicants as to what the position's appointed employee may be paid and is based on the agency's value of the work to be performed in the position description.

When valuing the work to be performed in the position description, agencies shall consider questions based on the factors listed in the Pay Plan (80 Ill. Adm. Code 310):

- Is the valuation consistent with the treatment of other similar situations?
- Is the valuation equitable in view of the circumstances?
- What are the staffing needs and requirements of the employing agency?
- Are there labor market influences on recruitment for the classification or position/

Some additional questions to be considered are:

- How are others in this title in the agency compensated?
- Does the position description require bilingual skills?
- How many staff does the position supervise?
- What is the scope of the position's area of responsibility?
- Is the position like positions at other agencies and, if so, how are those employees compensated?
- What subordinates report to the position and how are they compensated?
- Does this position require a license that is difficult to obtain?
- Has the agency unsuccessfully attempted to fill the position and, if so, how many times?
- If the position has private sector counterparts, how are they compensated?

Because the anticipated starting salary values the position, the qualifications of the candidate and, therefore, the candidate's value in the position selected may have been unanticipated. At times, a special salary adjustment for any salary above (or below) the anticipated starting salary may be approved.

**Entrance Base Salary** – The agency's selection of a candidate for a position leads to the agency and candidate agreeing on an entrance base salary. That is the initial base salary assigned to an employee upon entering State service. Remember that the base salary does not include commission, incentive pay, longevity pay, overtime pay, shift differential pay, or deductions for time not worked.

The Illinois Public Act 101-0177 provides that an agency cannot request current or past salary information from a candidate. If a candidate inadvertently or voluntarily, without prompting, discloses the candidate's current wage or salary history, including benefits or other compensation, the agency shall not consider or rely on the information in a current or future salary offer and shall disregard the information.

Potential Factors affecting an entrance salary for consideration by the agency and the candidate:

- **Continuous Service Date** –The Continuous Service Date is the date of an initial appointment to a position in state government under the Governor and subject to the Personnel Code. This date is used in determining the salary range minimum and maximum base salaries in effect at the date of the employee's hire and determines whether the employee's retirement benefits are Tier 1 or Tier 2. This designation affects the candidate's compensation in retirement.
- **Candidate's Qualifications Only Meet Minimum Requirements** – When the new-to-State-government candidate only meets the minimum of the classification requirements, the most appropriate entrance base salary is the lowest salary in the anticipated starting salary range.
- **Candidate's Qualifications Exceed Minimum Requirements (position is not in a Trainee Program and candidate is new to State government)** – When the candidate is new to State government and exceeds the minimum requirements, the anticipated starting salary and the selected candidate's qualifications inform the entrance base salary offer. If, after negotiation, the tentatively accepted offer is not within the anticipated starting salary range, the agency shall complete a Special Salary Request - New Employee, identifying the justification for hiring the selected candidate at the higher starting salary.
- **Candidate's Qualifications Exceed Minimum Requirements (position is not in a Trainee Program and candidate is current state employee)** – When the candidate is a current State employee and exceeds the minimum requirements, 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 requires a special salary adjustment.

- **Candidate possesses the capacity for bilingual communication** – Bilingual pay is the dollar amount per month, or percentage of the employee's monthly base salary, paid as part of the employee's base salary when 1) 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 2) the employee has the capacity to use a language other than English. When negotiating a salary for candidates that are new to State employment and salary offers to existing employees for positions for which bilingual skills are not required, agencies should still include the value of bilingual skills in their salary offers and increase their base salary offers in recognition of the value bilingual skills bring to the agency.

### **Designated Rate**

A designated rate is a salary that is above or below the assigned MC salary range and the designated rate only changes by a policy decision of the Governor. The designated rate is for a specific position or class of positions excluded from the other pay requirements and treatments. The designated rate shall be only as designated by the Governor, following Agency Head's approval. A designated rate is the fixed rate assigned usually to one position within a position classification. A designated rate may also 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.

### **Emergency Appointment**

An Emergency Appointment occurs when an employee is appointed to a position, selected by an agency, to meet an emergency. For a position otherwise represented by a bargaining unit, the employee is assigned a merit compensation rate from the class title's assigned salary range. These appointments may not exceed 60 calendar days, are not renewed. Notices of selections and terminations shall be reported immediately to the Director.

## **PAY TREATMENT THROUGHOUT STATE CAREER**

**Employee Movement** – There are ten employee movements that affect employee salary treatment.

- **Movement between Salary Systems** – Employees in classes that are made subject to the Merit Compensation System retain their current base salary, except that in no event is the resulting base salary to be lower than the minimum base salary or higher than the maximum base salary of the new salary range. The salary treatment upon movement of employee between one position in the broad-band class and another position outside of the broad-band class is recommended by the employing agency and approved by the Director of Central Management Services.
- **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.
- **Reinstatement** – Former State employees subject to the Personnel Code who had intervening employment outside of State government shall be paid under the conditions and requirements applicable to entrance base salary. For former State employees subject to the Personnel Code who had no intervening employment or only had intervening State government employment, the base salary upon reinstatement should not provide more than a 5% increase over the candidate's current base salary or exceed the base salary held in the position in which previously certified without prior approval of the Director. In no event is the resulting base salary to be lower than the minimum base salary or higher than the maximum base salary of the salary range. Any deviation from the 5% maximum, except when the resulting base salary is the minimum base salary of the salary range, requires a special salary adjustment.

- **Paid or Unpaid Leaves** – An employee returning from a Military Leave, Peace Corps Leave, Service-Connected Disability Leave, Educational Leave, Disaster Service Leave With Pay, Disaster Service Leave With Pay – Terrorist Attack, Family Responsibility Leave, leave to accept a temporary, emergency, provisional, exempt or trainee position, leave to serve in domestic peace or job corps, or leave to serve in an interim assignment has the employee's base salary established as determined appropriate by the employing agency and approved by the Director. However, in no event is the resulting base salary to be lower than the minimum base salary or higher than the maximum base salary of the salary range. An employee returning to the employee's former salary range from any other leave (greater than 14 days) not mentioned in above, is placed at the base salary which the employee received prior to the leave.
  
- **Transfer** – A transfer is the assignment or appointment of an employee to a vacant position having the same salary range. 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. Any deviation from the employee's current base salary requires a special salary adjustment. When a position's headquarters location is changed due to a geographical transfer from or to an area for which additional compensation has been authorized, the employee receives an adjustment to the appropriate base salary level for the new geographical area of assignment, effective the first day of the month following the date of assignment.
  
- **Promotion** – A promotion is 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. Normally, upon promotion, an employee shall be advanced in base salary by an amount not more than 5% of the current base salary. In no event is the resulting base salary to be lower than the minimum base salary of the salary range to which the employee is being promoted or greater than the maximum base salary of the new salary range. Any deviation from the 5% maximum, except when the resulting base salary is the minimum base salary of the salary range, requires a special salary adjustment.
  
- **Interim Assignment Pay** – Interim assignment pay is 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, 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 base salary to be lower than the minimum base salary or greater than the maximum base salary of the salary range to which the employee is being assigned. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the salary range, requires a special salary adjustment.
  
- **Adjustment in Salary or Special Salary Adjustment** – This is a change in base salary to correct a previously committed error or oversight, or to achieve the best interest of the agency and State. For these reasons, an employee may receive an upward adjustment, or an increase, in base salary:
  - An adjustment at the time of entrance into State government requires supporting documentation in the candidate's CMS employment application. 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, staffing needs and requirements of the employing agency, and labor market influences on the recruitment for the position classification or position.
  - 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. The adjustment at the time substantial additional duties and responsibilities are added to a position allocated to a broad-band class title requires that the substantial additional duties and responsibilities be documented on an updated position description and reflected on the organization chart. Any deviation from the 5% maximum requires a special salary adjustment.

- All other adjustments need the prior approval of the Director. In determining the appropriateness of an employing agency's request for a salary adjustment, the Director considers 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 circumstances prompting the request. An employee may receive a downward adjustment, or a decrease, in base salary. The adjustment needs the prior approval of the Director in writing. In determining the appropriateness of a request for the salary adjustment by an employing agency, the Director will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the circumstances prompting the request.

**Demotion** – A demotion is the assignment for cause of an employee to a vacant position in a class in a lower salary range than the former class. If the employee's current base salary is within the lower salary range, the base salary is retained without change. If the employee's current base salary is more than maximum base salary, the base salary is reduced to the maximum base salary of the lower salary range. If an employee is demoted during a probationary period following promotion, the base salary is reduced to the same base salary the employee received before being promoted.

**Voluntary Reduction to a Lower Class** – If the employee's current base salary is within the lower salary range, the base salary is retained without change. If the employee's current base salary is more than maximum base salary of the lower base salary range, the base salary is reduced to the maximum base salary of the lower base salary range. However, an employee who voluntarily requests a reduction during a probationary period following a promotion has the base salary reduced to the same base salary in the lower salary range from which the employee was promoted.

**Structural Movement** - There are four structural changes that may impact an employee's salary treatment.

**Reallocation** – Reallocation is a position action in which gradual changes in a single position's assigned duties and responsibilities accumulate and result in the assignment of the position to another class. Upon reallocation to a higher class, an employee is advanced to a new base salary that is the equivalent of 5% above the current base salary. However, in no event is the resulting base salary to be lower than the minimum base salary or higher than the maximum base salary of the new salary range. The exception is upon reallocation to a lower class; if the employee's current base salary is within the lower salary range, the base salary is retained without change. If the employee's current base salary is above the lower salary range, the base salary is reduced to the maximum base salary 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.

**Reclassification** – Reclassification is a position action that occurs after approval of a new or revised classification by the Civil Service Commission and results in the assignment of a position or positions to a different class. If the class to which the position is being moved has a higher salary range, the employee occupying the position shall be advanced the equivalent of 5% of the current base salary. However, in no event is the resulting base salary to be lower than the minimum base salary or higher than the maximum base salary of the new salary range. If the class to which the position is being moved has a lower salary range and the employee's current base salary is within the lower salary range, the base salary is retained without change. If the employee's current base salary is higher than the maximum base salary of the lower salary range, the base salary is 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.

**Reemployment** – 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 is placed at the same base salary as held at the time of the layoff. Upon the reemployment of an employee in a class at a lower salary range than the salary range of the class for the position held before layoff, the employee is placed at the same base salary as held at the time of layoff. If the base salary exceeds the maximum base salary of the new salary range, the employee receives that maximum base salary.

**Reevaluation** – Reevaluation is 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. If a higher salary range is assigned to a class, the employee occupying the position in the class normally shall be advanced the equivalent of 5% of the current base salary. In no event is the resulting base salary to be lower than the minimum base salary or higher than the maximum base salary of the new salary range. If the employee's current base salary is within the lower base salary range, the base salary is retained without change. If the base salary exceeds the maximum base salary of the new salary range, the employee receives that maximum base salary.

### **Compensation For Work Beyond Normal Working Hours**

- **Employee is Overtime Eligible** – 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. The Director shall maintain a listing of classes of positions subject to the provisions of the Merit Compensation System that are eligible for overtime compensation.
  - Classes in salary ranges MS-23 and below are eligible for straight-time overtime unless exceptions are determined by the Director or federal guidelines. Employees in classes of positions in salary ranges MS-23 and below who are assigned and perform work in excess of the normal work schedule as established by the agency shall be compensated at a straight-time rate on either a cash or compensatory time-off basis for all hours worked in excess of a normal work week.
  - Overtime in less than one-half hour increments per day shall not be accrued.
  - Classes in MS-24 and above are not eligible for overtime unless required by federal regulation or approved by the Director.
  - Exceptions must be requested by the employing agency and will be determined on the basis of the special nature of the situation, a substantial need to provide overtime compensation and a significant number of hours worked beyond the normal work schedule and will be granted only for a specified time period for which the special situation is expected to exist. The employee may receive cash or compensatory time for the earned overtime hours.
  - 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 the Federal Fair Labor Standards Act.
  - At no time are overtime hours or compensatory time to be transferred from one agency to another agency.

- **Employee is Equivalent Earned Time eligible** – An employee who is non-union, exempt under the Federal Fair Labor Standards Act, and in positions not eligible for overtime compensation may receive equivalent earned time for hours worked in excess of the hours per week indicated in the approved work schedule (see 80 Ill. Adm. Code 303.300(c)) assigned to the employee.
  - An employee who is eligible for equivalent earned time requests that time before working in excess of the hours per week indicated in the approved work schedule assigned to the employee.
  - Requests for equivalent earned time may be granted by the agency at its discretion, considering its operating needs.
  - Equivalent earned time shall be accrued at straight time only to a maximum of 240 hours at any time.
  - Equivalent earned time will accrue in no less than one-quarter hour increments.
  - Any approved equivalent earned time shall be taken at a time convenient to the employee and consistent with the operating needs of the agency.
  - The equivalent earned time may be taken in increments of not less than one-quarter hour after a minimum use of one-half hour any time after it is earned.
  - At no time is equivalent earned time to be converted into cash payment.
  - Equivalent earned time may transfer from one agency to another at the discretion of the agency head of the agency to which the employee is moving.

## Differential

A Differential is the compensation added to the employee's base salary resulting from conditions of employment imposed on the employee during the normal schedule of work. An eligible employee may have an amount added to the base salary for a given pay period for work performed more than the normal requirements for the position and work schedule. A candidate asks for pay in addition to the base salary to compensate for:

- **Employee's possession of special certification** – Known as the 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.
- **Clothing that is required in the performance of assigned duties** – An employee may be paid an amount in addition to the employee's base salary to compensate for clothing 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 circumstance.
- **Equipment that is required in the performance of assigned duties** – An employee may be paid an amount in addition to the employee's base salary to compensate for 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 circumstance.
- **Position's scheduled hours being dissimilar from the standard daytime shift** - Shift Differential Pay is when 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

Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the circumstances.

- **Employee assigned to a headquarters for temporarily work out-of-state, yet not internationally** – Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the circumstances.
- **Based on the position's headquarters –**
  - **Position's headquarters being in a dissimilar economic or other condition in the geographical area** For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher **entrance** salary may be authorized by the Director. Present employees receiving less than the new rate of pay shall be advanced to the new rate. This is known as an area differential.
  - **Position's headquarters location is outside the United States** – Known as International (Foreign Service) Differential Pay, the pay is for a position with a headquarters outside of the United States. A differential is 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.

## **SALARY CONSIDERATION AT THE END OF STATE CAREER**

**Lump Sum Payment** – A lump sum payment is provided for accrued vacation, sick leave and unused compensatory overtime at the current base rate to the employee 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. The method to be used in computing lump sum payment for accrued vacation, sick leave and unused compensatory overtime for the incumbent entitled to shift differential during the regular work hours is 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 is compensable at the current base daily rate times one-half of the total number of compensable sick days.

### **Compensation Practices for Retirees –**

- Individuals who retire from the State who are appointed to a position via a Temporary Appointment for no more than 75 days in a calendar year shall be compensated at 80% of their base pay at the time of retirement unless 80% is below the salary range of their position.
- Individuals who retire and perform work pursuant to a Personal Services Contract (PSC) are also compensated at not more than 80% of their base pay at the time of retirement if performing the same or similar work from when employed as a full-time employee of the State. This pay treatment is applicable regardless of the method of selection for the PSC.
- Individuals that have completed a Temporary Appointment and are beginning a PSC to complete the same or similar work as performed while on the Temporary Assignment will be compensated with the same salary received during the Temporary Assignment.

## **NECESSARY CONVERSIONS**

**Calculations for Conversions from Base Salary Conversion for One Pay Period** – For purposes of converting a base salary to an amount applicable for one pay period, the following apply:

- Annual Base Salary – An annual base salary is divided by the number of pay periods in one assigned year.
- Monthly Base Salary – A monthly base salary is divided by two on a semi-monthly payment schedule or is 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.
- Weekly Base Salary – A weekly base salary is multiplied by 52 and the result divided by the number of pay periods in a work year as filed by the agency with the Department of Central Management Services.
- Daily Base Salary – A daily base salary is multiplied by the number of days actually worked in a pay period.
- Hourly Base Salary – An hourly base salary is multiplied by the number of hours actually worked in a pay period.

**Base Salary Conversion for Furlough or Temporary Layoff** – For purposes of determining the hourly or daily equivalent of a base salary, the following applies for deductions from a specific pay period. Employees, who work 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 non-compensated days/hours, based on Merit and Fitness (80 Ill. Adm. Code 302) Section 302.510 Temporary Layoff, shall have the value of the days/hours derived by dividing the employee's annual salary 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 is subtracted from the pay period's base salary.

**Base Salary Conversion for Separation Lump Sum Payment for Vacation, Sick Leave, and Overtime Credits** – For the purpose of determining the hourly or daily equivalent of a base salary, the following applies: A daily (hourly) equivalent shall be determined by converting the base salary to an annual base salary and dividing the result by the number of days (hours) available to be worked in a calendar year. 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 daily base salary times one-half of the total number of sick days earned and retained during that time period, between January 1, 1984 and December 31, 1997.

**Base Salary Conversion for Payment for Fractional Part of a Specific Pay Period** – In those instances in which an employee is to be compensated at a base salary 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 base salary divided by days (hours) scheduled equals daily (hourly) base salary; daily (hourly) base salary multiplied by days (hours) worked equals gross amount earned.

**Base Salary Conversion for Part-Time Work** – Part-time employees, whose base salary is other than an hourly or daily basis, are paid on a daily rate basis which is computed from the annual base salary divided by the total number of work days in the calendar year.

**Compensation Practices for Retirees** – Individuals who retire from the State who are appointed to a position via a temporary appointment for no more than 75 days in a calendar year shall be compensated at 80% of their pay at the time of retirement unless 80% is below the range of the position. Individuals who retire and perform work pursuant to a Personal Service Contract (PSC) are also compensated at not more than 80% of their base pay at the time of retirement if performing same or similar work from when employed as an FTE with the State. This pay treatment is applicable regardless of the method of selection for the PSC.

**APPENDIX A  
(Merit Comp Pay Grades/Salary Ranges)**

<b>Title Code</b>	<b>Title</b>	<b>Salary Range</b>	<b>Pay Grade</b>
00111	Account Clerk I	\$3558 - \$4539	MS/03
00112	Account Clerk II	\$3750 - \$4862	MS/04
00115	Account Technician I	\$4096 - \$5464	MS/07
00116	Account Technician II	\$4412 - \$5991	MS/09
00118	Account Technician Trainee	\$3750 - \$4862	MS/04
00130	Accountant	\$4766 - \$6861	MS/11
00133	Accountant Advanced	\$5179 - \$7341	MS/14
00135	Accountant Supervisor	\$5703 - \$8170	MS/19
00140	Accounting and Fiscal Administration Career Trainee	\$4412 - \$5991	MS/09
00151	Activity Program Aide I	\$3750 - \$4862	MS/04
00152	Activity Program Aide II	\$3862 - \$5085	MS/05
00157	Activity Therapist	\$4952 - \$6952	MS/12
00160	Activity Therapist Coordinator	\$5423 - \$7721	MS/16
00163	Activity Therapist Supervisor	\$6339 - \$9178	MS/23
00187	Actuarial Assistant	\$5179 - \$7341	MS/14
00195	Actuarial Examiner	\$5179 - \$7341	MS/14
00196	Actuarial Examiner Trainee	\$4575 - \$6432	MS/10
00197	Actuarial Senior Examiner	\$6005 - \$8678	MS/21
00201	Actuary I	\$6339 - \$9178	MS/23
00202	Actuary II	\$7966 - \$13328	MS/31
00203	Actuary III	\$9045 - \$15097	MS/33
00501	Administrative Assistant I	\$5423 - \$7721	MS/16
00502	Administrative Assistant II	\$6005 - \$8678	MS/21
00600	Administrative Services Worker Trainee	\$3322 - \$4161	MS/02
00800	Agricultural Executive	\$6339 - \$9178	MS/23
00811	Agricultural Land and Water Resources Supervisor	\$6688 - \$9745	MS/25
00804	Agricultural Market News Assistant	\$4412 - \$5991	MS/09
00807	Agricultural Marketing Reporter	\$5703 - \$8170	MS/19
00810	Agricultural Marketing Representative	\$5703 - \$8170	MS/19
00831	Agriculture Land and Water Resource Specialist I	\$4766 - \$6861	MS/11
00832	Agriculture Land and Water Resource Specialist II	\$5423 - \$7721	MS/16
00833	Agriculture Land and Water Resource Specialist III	\$6339 - \$9178	MS/23
00951	Aircraft Dispatcher	\$4412 - \$5991	MS/09
00952	Aircraft Lead Dispatcher	\$4766 - \$6861	MS/11
00955	Aircraft Pilot I	\$6005 - \$8678	MS/21
00956	Aircraft Pilot II	\$7279 - \$10770	MS/28
00957	Aircraft Pilot II – Dual Rating	\$7491 - \$11015	MS/29
01061	Amusement Ride Safety Inspector	\$5179 - \$7341	MS/14
01072	Animal and Animal Products Investigator	\$4766 - \$6861	MS/11
01075	Animal and Animal Products Investigator Trainee	\$4412 - \$5991	MS/09
01215	Apiary Inspector	\$3558 - \$4539	MS/03
01231	Apparel/Dry Goods Specialist I	\$3750 - \$4862	MS/04

01232	Apparel/Dry Goods Specialist II	\$3862 - \$5085	MS/05
01233	Apparel/Dry Goods Specialist III	\$4575 - \$6432	MS/10
01251	Appraisal Specialist I	\$4766 - \$6861	MS/11
01252	Appraisal Specialist II	\$5179 - \$7341	MS/14
01253	Appraisal Specialist III	\$5703 - \$8170	MS/19
01255	Appraisal Specialist Trainee	\$4412 - \$5991	MS/09
01440	Architect	\$7279 - \$10770	MS/28
01485	Arson Investigations Trainee	\$4952 - \$6952	MS/12
01481	Arson Investigator I	\$5703 - \$8170	MS/19
01482	Arson Investigator II	\$6514 - \$9314	MS/24
01523	Arts Council Associate	\$4412 - \$5991	MS/09
01526	Arts Council Program Coordinator	\$5703 - \$8170	MS/19
01527	Arts Council Program Representative	\$4952 - \$6952	MS/12
01530	Assignment Coordinator	\$6339 - \$9178	MS/23
01565	Assistant Automotive Shop Supervisor	\$4952 - \$6952	MS/12
02424	Assistant Reimbursement Officer	\$3862 - \$5085	MS/05
03501	Audio Visual Technician I	\$3750 - \$4862	MS/04
03502	Audio Visual Technician II	\$3971 - \$5243	MS/06
03680	Auto and Body Repairer	\$5067 - \$7284	MS/13
03696	Automotive Attendant I	\$3558 - \$4539	MS/03
03697	Automotive Attendant II	\$3558 - \$4539	MS/03
03700	Automotive Mechanic	\$5301 - \$7490	MS/15
03734	Automotive Parts Warehouse Specialist	\$4766 - \$6861	MS/11
03730	Automotive Parts Warehouse	\$4766 - \$6861	MS/11
03749	Automotive Shop Supervisor	\$6005 - \$8678	MS/21
04131	Bank Examiner I	\$5179 - \$7341	MS/14
04132	Bank Examiner II	\$6005 - \$8678	MS/21
04133	Bank Examiner III	\$7279 - \$10770	MS/28
04375	Behavior Analyst Associate	\$4952 - \$6952	MS/12
04371	Behavior Analyst I	\$5423 - \$7721	MS/16
04372	Behavior Analyst II	\$6005 - \$8678	MS/21
04720	Blasting Expert	\$7279 - \$10770	MS/28
04725	Blasting Specialist	\$6688 - \$9745	MS/25
04730	Blasting Supervisor	\$7491 - \$11015	MS/29
04850	Boat Safety Inspection Supervisor	\$6172 - \$9010	MS/22
04900	Boiler Safety Audit Specialist	\$7729 - \$12583	MS/30
04907	Boiler Safety Chief Inspector	\$9950 - \$16161	MS/34
04910	Boiler Safety Specialist	\$7491 - \$11015	MS/29
04915	Boiler Safety Supervisor	\$7966 - \$13328	MS/31
05170	Breath Alcohol Analysis Technician	\$5301 - \$7490	MS/15
05310	Bridge Mechanic	\$5532 - \$7736	MS/17
05320	Bridge Tender	\$5642 - \$8065	MS/18
05541	Building Construction Inspector I	\$5642 - \$8065	MS/18
05542	Building Construction Inspector II	\$5853 - \$8587	MS/20
05616	Building Services Worker	\$3862 - \$5085	MS/05
05598	Building/Grounds Laborer	\$4246 - \$5701	MS/08
05601	Building/Grounds Lead I	\$4575 - \$6432	MS/10
05602	Building/Grounds Lead II	\$4952 - \$6952	MS/12

05613	Building/Grounds Maintenance Worker	\$4412 - \$5991	MS/09
05605	Building/Grounds Supervisor	\$4952 - \$6952	MS/12
05810	Business Administrative Specialist	\$5179 - \$7341	MS/14
05815	Business Manager	\$5703 - \$8170	MS/19
05900	Buyer	\$5703 - \$8170	MS/19
05905	Buyer Assistant	\$4096 - \$5464	MS/07
05954	Cancer Registrar Assistant Manager	\$7066 - \$10326	MS/27
05951	Cancer Registrar I	\$4766 - \$6861	MS/11
05952	Cancer Registrar II	\$5179 - \$7341	MS/14
05953	Cancer Registrar III	\$6339 - \$9178	MS/23
05955	Cancer Registrar Manager	\$7966 - \$13328	MS/31
06500	Canine Specialist	\$5853 - \$8587	MS/20
06000	Cannabis Regulator	\$5642 - \$8065	MS/18
06004	Cannabis Regulator Supervisor	\$6339 - \$9178	MS/23
06005	Cannabis Regulator Trainee	\$5067 - \$7284	MS/13
06515	Capital Development Board Account Technician	\$4246 - \$5701	MS/08
06533	Capital Development Board Art In Architecture Technician	\$4412 - \$5991	MS/09
06520	Capital Development Board Construction Support Analyst	\$4246 - \$5701	MS/08
06525	Capital Development Board Media Technician	\$4766 - \$6861	MS/11
06530	Capital Development Board Project Technician	\$4412 - \$5991	MS/09
06673	Cartographer III	\$6005 - \$8678	MS/21
06901	Chaplain I	\$5423 - \$7721	MS/16
06902	Chaplain II	\$6339 - \$9178	MS/23
06920	Check Issuance Machine Operator	\$3971 - \$5243	MS/06
06925	Check Issuance Machine Supervisor	\$4246 - \$5701	MS/08
06941	Chemist I	\$5179 - \$7341	MS/14
06942	Chemist II	\$6005 - \$8678	MS/21
06943	Chemist III	\$6688 - \$9745	MS/25
07184	Child Development Aide	\$4096 - \$5464	MS/07
07161	Child Protection Advanced Specialist	\$6339 - \$9178	MS/23
07162	Child Protection Associate Specialist	\$5423 - \$7721	MS/16
07163	Child Protection Specialist	\$6005 - \$8678	MS/21
07198	Child Support Specialist I	\$5179 - \$7341	MS/14
07199	Child Support Specialist II	\$5423 - \$7721	MS/16
07200	Child Support Specialist Trainee	\$4412 - \$5991	MS/09
07190	Child Welfare Administrative Case Reviewer	\$7491 - \$11015	MS/29
07215	Child Welfare Advanced Specialist	\$6339 - \$9178	MS/23
07216	Child Welfare Associate Specialist	\$5423 - \$7721	MS/16
07196	Child Welfare Court Facilitator	\$7279 - \$10770	MS/28
07197	Child Welfare Nurse Specialist	\$6514 - \$9314	MS/24
07217	Child Welfare Senior Specialist	\$7279 - \$10770	MS/28
07218	Child Welfare Specialist	\$6005 - \$8678	MS/21
07204	Child Welfare Staff Development Coordinator IV	\$7279 - \$10770	MS/28
07241	Children and Family Service Intern, Option 1	\$4412 - \$5991	MS/09
07242	Children and Family Service Intern, Option 2	\$4952 - \$6952	MS/12
07601	Civil Engineer I	\$5179 - \$7341	MS/14
07602	Civil Engineer II	\$5703 - \$8170	MS/19
07603	Civil Engineer III	\$6514 - \$9314	MS/24

07604	Civil Engineer IV	\$7279 - \$10770	MS/28
07607	Civil Engineer Trainee	\$4412 - \$5991	MS/09
08050	Clerical Trainee	\$2600 - \$3844	MS/01
08200	Clinical Laboratory Associate	\$3862 - \$5085	MS/05
08213	Clinical Laboratory Phlebotomist	\$3750 - \$4862	MS/04
08215	Clinical Laboratory Technician I	\$4096 - \$5464	MS/07
08216	Clinical Laboratory Technician II	\$4412 - \$5991	MS/09
08220	Clinical Laboratory Technologist I	\$5703 - \$8170	MS/19
08221	Clinical Laboratory Technologist II	\$6005 - \$8678	MS/21
08222	Clinical Laboratory Technologist III	\$6339 - \$9178	MS/23
08229	Clinical Laboratory Technologist Trainee	\$4766 - \$6861	MS/11
08235	Clinical Pharmacist	\$8486 - \$14186	MS/32
08250	Clinical Psychologist	\$7491 - \$11015	MS/29
08255	Clinical Psychology Associate	\$5703 - \$8170	MS/19
08260	Clinical Services Supervisor	\$7491 - \$11015	MS/29
08451	Commerce Commission Police Officer I	\$5642 - \$8065	MS/18
08452	Commerce Commission Police Officer II	\$6172 - \$9010	MS/22
08455	Commerce Commission Police Officer Trainee	\$4575 - \$6432	MS/10
08457	Commerce Commission Police Sergeant	\$7279 - \$10770	MS/28
08770	Commodities Inspector	\$4246 - \$5701	MS/08
08815	Communications Dispatcher	\$3971 - \$5243	MS/06
08831	Communications Equipment Technician I	\$5423 - \$7721	MS/16
08832	Communications Equipment Technician II	\$6005 - \$8678	MS/21
08833	Communications Equipment Technician III	\$6339 - \$9178	MS/23
08860	Communications Systems Specialist	\$7491 - \$11015	MS/29
08891	Community Management Specialist I	\$4952 - \$6952	MS/12
08892	Community Management Specialist II	\$5423 - \$7721	MS/16
08893	Community Management Specialist III	\$6005 - \$8678	MS/21
08901	Community Planner I	\$4952 - \$6952	MS/12
08902	Community Planner II	\$5423 - \$7721	MS/16
08903	Community Planner III	\$6005 - \$8678	MS/21
08919	Compliance Officer	\$4766 - \$6861	MS/11
08980	Computer Evidence Recovery Specialist	\$7729 - \$12583	MS/30
09300	Conservation Education Representative	\$4412 - \$5991	MS/09
09311	Conservation Grant Administrator I	\$5703 - \$8170	MS/19
09312	Conservation Grant Administrator II	\$6339 - \$9178	MS/23
09313	Conservation Grant Administrator III	\$7279 - \$10770	MS/28
09339	Conservation Police Lieutenant	\$7966 - \$13328	MS/31
09341	Conservation Police Officer I	\$5642 - \$8065	MS/18
09342	Conservation Police Officer II	\$5703 - \$8170	MS/19
09345	Conservation Police Officer Trainee	\$3971 - \$5243	MS/06
09347	Conservation Police Sergeant	\$7729 - \$12583	MS/30
09317	Conservation/Historic Preservation Worker	\$2600 - \$3844	MS/01
09525	Construction Program Assistant	\$4412 - \$5991	MS/09
09560	Construction Supervisor	\$5179 - \$7341	MS/14
09566	Contract Specialist I	\$4246 - \$5701	MS/08
09567	Contract Specialist II	\$4766 - \$6861	MS/11
09568	Contract Specialist III	\$5179 - \$7341	MS/14

09601	Cook I	\$3750 - \$4862	MS/04
09602	Cook II	\$4096 - \$5464	MS/07
09655	Correctional Casework Supervisor	\$6688 - \$9745	MS/25
09661	Correctional Counselor I	\$4952 - \$6952	MS/12
09662	Correctional Counselor II	\$5423 - \$7721	MS/16
09663	Correctional Counselor III	\$6005 - \$8678	MS/21
09673	Correctional Lieutenant	\$6514 - \$9314	MS/24
09675	Correctional Officer	\$4766 - \$6861	MS/11
09676	Correctional Officer Trainee	\$4766 - \$6861	MS/11
09717	Correctional Sergeant	\$5423 - \$7721	MS/16
09750	Corrections Apprehension Specialist	\$6005 - \$8678	MS/21
09758	Corrections Assessment Specialist	\$6005 - \$8678	MS/21
09771	Corrections Clerk I	\$4766 - \$6861	MS/11
09772	Corrections Clerk II	\$5067 - \$7284	MS/13
09773	Corrections Clerk III	\$5642 - \$8065	MS/18
09500	Corrections Command Center Supervisor	\$7729 - \$12583	MS/30
09600	Corrections Family Services Coordinator	\$7491 - \$11015	MS/29
09793	Corrections Food Service Supervisor I	\$5067 - \$7284	MS/13
09794	Corrections Food Service Supervisor II	\$5642 - \$8065	MS/18
09795	Corrections Food Service Supervisor III	\$6005 - \$8678	MS/21
09684	Corrections Grievance Officer	\$6339 - \$9178	MS/23
09796	Corrections Grounds Supervisor	\$5423 - \$7721	MS/16
09800	Corrections Identification Supervisor	\$6514 - \$9314	MS/24
09801	Corrections Identification Technician	\$5067 - \$7284	MS/13
09803	Corrections Industries Marketing Representative	\$5423 - \$7721	MS/16
09805	Corrections Industry Lead Worker	\$5423 - \$7721	MS/16
09807	Corrections Industry Supervisor	\$6005 - \$8678	MS/21
09798	Corrections Intelligence Program Unit Manager	\$7491 - \$11015	MS/29
09808	Corrections Laundry Manager I	\$5642 - \$8065	MS/18
09809	Corrections Laundry Manager II	\$5853 - \$8587	MS/20
09819	Corrections Law Library Assistant	\$4766 - \$6861	MS/11
09811	Corrections Leisure Activities Specialist I	\$4952 - \$6952	MS/12
09812	Corrections Leisure Activities Specialist II	\$5423 - \$7721	MS/16
09813	Corrections Leisure Activities Specialist III	\$6005 - \$8678	MS/21
09814	Corrections Leisure Activities Specialist IV	\$6688 - \$9745	MS/25
09818	Corrections Locksmith	\$5642 - \$8065	MS/18
09821	Corrections Maintenance Craftsman	\$5642 - \$8065	MS/18
09822	Corrections Maintenance Supervisor	\$5853 - \$8587	MS/20
09823	Corrections Maintenance Worker	\$4952 - \$6952	MS/12
09825	Corrections Nurse I	\$6005 - \$8678	MS/21
09826	Corrections Nurse II	\$6688 - \$9745	MS/25
09836	Corrections Nurse Trainee	\$5703 - \$8170	MS/19
09842	Corrections Parole Agent	\$5423 - \$7721	MS/16
09839	Corrections Placement Resources Regional Supervisor	\$7491 - \$11015	MS/29
09849	Corrections Program Administrator	\$7491 - \$11015	MS/29
09855	Corrections Psychologist Administrator	\$8486 - \$14186	MS/32
09857	Corrections Regional Mental Health Services Administrator	\$7729 - \$12583	MS/30
09837	Corrections Residence Counselor I	\$5067 - \$7284	MS/13

09838	Corrections Residence Counselor II	\$5853 - \$8587	MS/20
09844	Corrections Senior Parole Agent	\$6005 - \$8678	MS/21
09861	Corrections Supply Supervisor I	\$5067 - \$7284	MS/13
09862	Corrections Supply Supervisor II	\$5642 - \$8065	MS/18
09863	Corrections Supply Supervisor III	\$6005 - \$8678	MS/21
09860	Corrections Training Program Supervisor	\$7729 - \$12583	MS/30
09871	Corrections Transportation Officer I	\$5067 - \$7284	MS/13
09872	Corrections Transportation Officer II	\$5853 - \$8587	MS/20
09882	Corrections Treatment Counselor	\$5853 - \$8587	MS/20
09881	Corrections Treatment Counselor Trainee	\$4952 - \$6952	MS/12
09864	Corrections Treatment Officer	\$5853 - \$8587	MS/20
09865	Corrections Treatment Officer Supervisor	\$7066 - \$10326	MS/27
09866	Corrections Treatment Officer Trainee	\$5067 - \$7284	MS/13
09867	Corrections Treatment Senior Security Supervisor	\$7491 - \$11015	MS/29
09868	Corrections Unit Superintendent	\$7729 - \$12583	MS/30
09875	Corrections Utilities Operator	\$5423 - \$7721	MS/16
09879	Corrections Vocational Instructor	\$5423 - \$7721	MS/16
09880	Corrections Vocational School Supervisor	\$5853 - \$8587	MS/20
09900	Court Reporter	\$4952 - \$6952	MS/12
09903	Court Reporter Supervisor	\$6876 - \$10220	MS/26
09980	Crime Scene Investigator	\$6688 - \$9745	MS/25
10161	Criminal Intelligence Analyst I	\$5703 - \$8170	MS/19
10162	Criminal Intelligence Analyst II	\$6339 - \$9178	MS/23
10165	Criminal Intelligence Analyst Specialist	\$7279 - \$10770	MS/28
10169	Criminal Intelligence Analyst Supervisor	\$8486 - \$14186	MS/32
10231	Criminal Justice Specialist I	\$5179 - \$7341	MS/14
10232	Criminal Justice Specialist II	\$6339 - \$9178	MS/23
10236	Criminal Justice Specialist Trainee	\$4575 - \$6432	MS/10
11415	Data Processing Administrative Specialist	\$4766 - \$6861	MS/11
11420	Data Processing Assistant	\$3750 - \$4862	MS/04
11425	Data Processing Operator	\$3558 - \$4539	MS/03
11428	Data Processing Operator Trainee	\$3322 - \$4161	MS/02
11430	Data Processing Specialist	\$4412 - \$5991	MS/09
11435	Data Processing Supervisor I	\$4246 - \$5701	MS/08
11436	Data Processing Supervisor II	\$4766 - \$6861	MS/11
11437	Data Processing Supervisor III	\$5703 - \$8170	MS/19
11440	Data Processing Technician	\$3971 - \$5243	MS/06
11443	Data Processing Technician Trainee	\$3750 - \$4862	MS/04
11471	Day Care Licensing Representative I	\$5179 - \$7341	MS/14
11472	Day Care Licensing Representative II	\$6005 - \$8678	MS/21
11500	Deck Hand	\$5532 - \$7736	MS/17
11650	Dental Assistant	\$4096 - \$5464	MS/07
11700	Dental Hygienist	\$4766 - \$6861	MS/11
11751	Dentist I	\$7491 - \$11015	MS/29
11752	Dentist II	\$9045 - \$15097	MS/33
12361	Developmental Disabilities Council Program Planner I	\$4412 - \$5991	MS/09
12362	Developmental Disabilities Council Program Planner II	\$5179 - \$7341	MS/14

12363	Developmental Disabilities Council Program Planner III	\$5703 - \$8170	MS/19
12380	Developmental Psychological Services Administrator	\$7729 - \$12583	MS/30
12501	Dietary Manager I	\$5179 - \$7341	MS/14
12502	Dietary Manager II	\$5703 - \$8170	MS/19
12510	Dietitian	\$4952 - \$6952	MS/12
12530	Disability Appeals Officer	\$7279 - \$10770	MS/28
12537	Disability Claims Adjudicator I	\$5179 - \$7341	MS/14
12538	Disability Claims Adjudicator II	\$5703 - \$8170	MS/19
12539	Disability Claims Adjudicator Trainee	\$4575 - \$6432	MS/10
12540	Disability Claims Analyst	\$6688 - \$9745	MS/25
12558	Disability Claims Specialist	\$6005 - \$8678	MS/21
12560	Disability Rights Manager	\$6005 - \$8678	MS/21
12585	Disaster Services Planner	\$6005 - \$8678	MS/21
12640	Document Examiner	\$7279 - \$10770	MS/28
12749	Drafting Worker	\$4246 - \$5701	MS/08
12778	Drug Compliance Investigator	\$7966 - \$13328	MS/31
12931	Economic Development Representative I	\$5423 - \$7721	MS/16
12932	Economic Development Representative II	\$6005 - \$8678	MS/21
12939	Economic Development Representative Trainee	\$4575 - \$6432	MS/10
12940	Economist Associate	\$4952 - \$6952	MS/12
12965	Educational Diagnostician	\$4412 - \$5991	MS/09
12980	Educational Media Program Specialist	\$5423 - \$7721	MS/16
13100	Educator	\$6876 - \$10220	MS/26
13103	Educator – Career and Technical	\$5423 - \$7721	MS/16
13104	Educator – Career and Technical Provisional	\$5301 - \$7490	MS/15
13130	Educator Aide	\$4246 - \$5701	MS/08
13135	Educator Intern	\$4575 - \$6432	MS/10
13180	Electrical Engineer	\$7279 - \$10770	MS/28
13300	Electroencephalograph Technician	\$3862 - \$5085	MS/05
13340	Electronic Equipment Installer/Repairer	\$4096 - \$5464	MS/07
13345	Electronic Equipment Installer/Repairer Lead Worker	\$4412 - \$5991	MS/09
13360	Electronics Technician	\$4952 - \$6952	MS/12
13495	Elevator Inspector	\$6005 - \$8678	MS/21
13500	Elevator Operator	\$3862 - \$5085	MS/05
13540	Emergency Response Lead Telecommunicator	\$4575 - \$6432	MS/10
13543	Emergency Response Telecommunicator	\$4412 - \$5991	MS/09
13554	Employee Benefits Associate	\$4412 - \$5991	MS/09
13555	Employee Benefits Representative	\$4952 - \$6952	MS/12
13556	Employee Benefits Specialist	\$5423 - \$7721	MS/16
13600	Employment Security Field Office Supervisor	\$6339 - \$9178	MS/23
13621	Employment Security Manpower Representative I	\$4412 - \$5991	MS/09
13622	Employment Security Manpower Representative II	\$4766 - \$6861	MS/11
13650	Employment Security Program Representative	\$4766 - \$6861	MS/11
13651	Employment Security Program Representative – Intermittent	\$4766 - \$6861	MS/11
13667	Employment Security Service Representative	\$5179 - \$7341	MS/14
13671	Employment Security Specialist I	\$4766 - \$6861	MS/11
13672	Employment Security Specialist II	\$5179 - \$7341	MS/14
13673	Employment Security Specialist III	\$6005 - \$8678	MS/21

13681	Employment Security Tax Auditor I	\$5423 - \$7721	MS/16
13682	Employment Security Tax Auditor II	\$6005 - \$8678	MS/21
13691	End-User Computer Services Specialist I	\$5532 - \$7736	MS/17
13692	End-User Computer Services Specialist II	\$6005 - \$8678	MS/21
13693	End-User Computer Systems Analyst	\$6514 - \$9314	MS/24
13711	Energy and Natural Resources Specialist I	\$4952 - \$6952	MS/12
13712	Energy and Natural Resources Specialist II	\$5423 - \$7721	MS/16
13713	Energy and Natural Resources Specialist III	\$6005 - \$8678	MS/21
13715	Energy and Natural Resources Specialist Trainee	\$4412 - \$5991	MS/09
13731	Engineering Technician I	\$3750 - \$4862	MS/04
13732	Engineering Technician II	\$4575 - \$6432	MS/10
13733	Engineering Technician III	\$5532 - \$7736	MS/17
13734	Engineering Technician IV	\$6339 - \$9178	MS/23
13751	Environmental Engineer I	\$4952 - \$6952	MS/12
13752	Environmental Engineer II	\$5423 - \$7721	MS/16
13753	Environmental Engineer III	\$6005 - \$8678	MS/21
13754	Environmental Engineer IV	\$7279 - \$10770	MS/28
13761	Environmental Equipment Operator I	\$4412 - \$5991	MS/09
13762	Environmental Equipment Operator II	\$4766 - \$6861	MS/11
13768	Environmental Health Specialist I	\$4766 - \$6861	MS/11
13769	Environmental Health Specialist II	\$5179 - \$7341	MS/14
13770	Environmental Health Specialist III	\$5703 - \$8170	MS/19
13785	Environmental Protection Associate	\$4412 - \$5991	MS/09
13791	Environmental Protection Engineer I	\$4952 - \$6952	MS/12
13792	Environmental Protection Engineer II	\$5423 - \$7721	MS/16
13793	Environmental Protection Engineer III	\$6005 - \$8678	MS/21
13794	Environmental Protection Engineer IV	\$7491 - \$11015	MS/29
13801	Environmental Protection Geologist I	\$4952 - \$6952	MS/12
13802	Environmental Protection Geologist II	\$5423 - \$7721	MS/16
13803	Environmental Protection Geologist III	\$6005 - \$8678	MS/21
13811	Environmental Protection Legal Investigator I	\$4575 - \$6432	MS/10
13812	Environmental Protection Legal Investigator II	\$4766 - \$6861	MS/11
13815	Environmental Protection Legal Investigator Specialist	\$5067 - \$7284	MS/13
13821	Environmental Protection Specialist I	\$4766 - \$6861	MS/11
13822	Environmental Protection Specialist II	\$5179 - \$7341	MS/14
13823	Environmental Protection Specialist III	\$5703 - \$8170	MS/19
13824	Environmental Protection Specialist IV	\$7491 - \$11015	MS/29
13831	Environmental Protection Technician I	\$3862 - \$5085	MS/05
13832	Environmental Protection Technician II	\$4096 - \$5464	MS/07
13833	Epidemiology Research and Investigation Scientist	\$7491 - \$11015	MS/29
13837	Equal Pay Specialist	\$5423 - \$7721	MS/16
13840	Equine Investigator	\$4412 - \$5991	MS/09
13851	Executive I	\$5703 - \$8170	MS/19
13852	Executive II	\$6339 - \$9178	MS/23
14031	Executive Secretary I	\$4412 - \$5991	MS/09
14032	Executive Secretary II	\$4952 - \$6952	MS/12
14033	Executive Secretary III	\$5532 - \$7736	MS/17
14051	Explosives Inspector I	\$4766 - \$6861	MS/11

14052	Explosives Inspector II	\$5642 - \$8065	MS/18
14430	Facility Assistant Fire Chief	\$4575 - \$6432	MS/10
14433	Facility Fire Chief	\$5067 - \$7284	MS/13
14435	Facility Fire Safety Coordinator	\$4412 - \$5991	MS/09
14439	Facility Firefighter	\$4096 - \$5464	MS/07
14801	Ferry Operator I	\$5703 - \$8170	MS/19
14802	Ferry Operator II	\$5853 - \$8587	MS/20
14971	Financial Institutions Examiner I	\$5179 - \$7341	MS/14
14972	Financial Institutions Examiner II	\$6005 - \$8678	MS/21
14973	Financial Institutions Examiner III	\$7279 - \$10770	MS/28
14978	Financial Institutions Examiner Trainee	\$4575 - \$6432	MS/10
15204	Fingerprint Technician	\$4575 - \$6432	MS/10
15208	Fingerprint Technician Supervisor	\$5642 - \$8065	MS/18
15209	Fingerprint Technician Trainee	\$3862 - \$5085	MS/05
15281	Fire Certification Specialist I	\$5423 - \$7721	MS/16
15282	Fire Certification Specialist II	\$5642 - \$8065	MS/18
15283	Fire Certification Specialist Supervisor	\$6172 - \$9010	MS/22
15316	Fire Prevention Inspector I	\$5067 - \$7284	MS/13
15317	Fire Prevention Inspector II	\$5853 - \$8587	MS/20
15320	Fire Prevention Inspector Trainee	\$4575 - \$6432	MS/10
15340	Fire Protection Engineer	\$7279 - \$10770	MS/28
15351	Fire Protection Specialist I	\$5179 - \$7341	MS/14
15280	Firearms Eligibility Administrator	\$7729 - \$12583	MS/30
15371	Firearms Eligibility Analyst I	\$4575 - \$6432	MS/10
15372	Firearms Eligibility Analyst II	\$5179 - \$7341	MS/14
15375	Firearms Eligibility Analyst Trainee	\$4246 - \$5701	MS/08
15640	Flight Safety Coordinator	\$7279 - \$10770	MS/28
15652	Florist II	\$4246 - \$5701	MS/08
15800	Food Services Program Manager	\$7729 - \$12583	MS/30
15871	Foreign Service Economic Development Executive I	\$8486 - \$14186	MS/32
15872	Foreign Service Economic Development Executive II	\$9950 - \$16161	MS/34
15875	Foreign Service Economic Development Representative	\$7729 - \$12583	MS/30
15911	Forensic Science Administrator I	\$7491 - \$11015	MS/29
15912	Forensic Science Administrator II	\$7729 - \$12583	MS/30
15913	Forensic Science Administrator III	\$7966 - \$13328	MS/31
15891	Forensic Scientist I	\$5703 - \$8170	MS/19
15892	Forensic Scientist II	\$6339 - \$9178	MS/23
15893	Forensic Scientist III	\$7279 - \$10770	MS/28
15897	Forensic Scientist Trainee	\$4952 - \$6952	MS/12
17171	Gaming Licensing Analyst	\$4952 - \$6952	MS/12
17172	Gaming Licensing Specialist	\$5423 - \$7721	MS/16
17181	Gaming Operations Supervisor	\$9045 - \$15097	MS/33
17191	Gaming Senior Special Agent	\$7491 - \$11015	MS/29
17187	Gaming Shift Supervisor	\$7966 - \$13328	MS/31
17192	Gaming Special Agent	\$6005 - \$8678	MS/21
17195	Gaming Special Agent Trainee	\$4766 - \$6861	MS/11
17201	Gaming Unit Supervisor	\$9045 - \$15097	MS/33
17271	Geographic Information Specialist I	\$6005 - \$8678	MS/21

17272	Geographic Information Specialist II	\$7491 - \$11015	MS/29
17276	Geographic Information Trainee	\$4952 - \$6952	MS/12
17325	Governmental Career Trainee	\$4412 - \$5991	MS/09
17345	Graduate Pharmacist	\$6339 - \$9178	MS/23
17366	Graphic Arts Designer	\$4952 - \$6952	MS/12
17370	Graphic Arts Designer Advanced	\$5532 - \$7736	MS/17
17365	Graphic Arts Designer Supervisor	\$5853 - \$8587	MS/20
17400	Graphic Arts Technician	\$4412 - \$5991	MS/09
17549	Grounds Supervisor	\$5642 - \$8065	MS/18
17681	Guard I	\$3750 - \$4862	MS/04
17682	Guard II	\$3971 - \$5243	MS/06
17683	Guard III	\$4412 - \$5991	MS/09
17685	Guard Supervisor	\$4766 - \$6861	MS/11
17710	Guardianship Representative	\$5423 - \$7721	MS/16
17720	Guardianship Supervisor	\$6514 - \$9314	MS/24
17731	Guest Experience Representative	\$4412 - \$5991	MS/09
17732	Guest Experience Specialist	\$4766 - \$6861	MS/11
17960	Habilitation Program Coordinator	\$5423 - \$7721	MS/16
17981	Handicapped Services Representative I	\$4246 - \$5701	MS/08
18150	Health Facilities Surveillance Nurse	\$6514 - \$9314	MS/24
18011	Health Facilities Surveyor I	\$5179 - \$7341	MS/14
18012	Health Facilities Surveyor II	\$6005 - \$8678	MS/21
18013	Health Facilities Surveyor III	\$6339 - \$9178	MS/23
18045	Health Information Associate	\$4096 - \$5464	MS/07
18047	Health Information Technician	\$4412 - \$5991	MS/09
18179	Health Services Investigator I	\$6005 - \$8678	MS/21
18181	Health Services Investigator I, Option A – General	\$6005 - \$8678	MS/21
18185	Health Services Investigator II, Option A – General	\$7279 - \$10770	MS/28
18187	Health Services Investigator II, Option C – Pharmacy	\$8486 - \$14186	MS/32
18227	Hearing and Speech Advanced Specialist	\$7279 - \$10770	MS/28
18231	Hearing and Speech Associate	\$5703 - \$8170	MS/19
18233	Hearing and Speech Specialist	\$6339 - \$9178	MS/23
18262	Hearing and Speech Technician II	\$3971 - \$5243	MS/06
18300	Hearings Referee	\$7491 - \$11015	MS/29
18301	Hearings Referee – Intermittent	\$7491 - \$11015	MS/29
18465	Heavy Construction Equipment Operator	\$6005 - \$8678	MS/21
18525	Highway Construction Supervisor I	\$5642 - \$8065	MS/18
18526	Highway Construction Supervisor II	\$6514 - \$9314	MS/24
18639	Highway Maintainer	\$5853 - \$8587	MS/20
18659	Highway Maintenance Lead Worker	\$6172 - \$9010	MS/22
18977	Historical Actor	\$5179 - \$7341	MS/14
18984	Historical Documents Conservator	\$4575 - \$6432	MS/10
18985	Historical Exhibits Designer	\$4952 - \$6952	MS/12
18987	Historical Library Chief of Acquisitions	\$6005 - \$8678	MS/21
19006	Historical Research Editor	\$4766 - \$6861	MS/11
19008	Historical Research Specialist	\$6339 - \$9178	MS/23
19500	Home Care Ombudsman Representative	\$5423 - \$7721	MS/16
19600	Housekeeper	\$3558 - \$4539	MS/03

19670	Human Relations Representative	\$5179 - \$7341	MS/14
19690	Human Resources Assistant	\$3862 - \$5085	MS/05
19691	Human Resources Associate	\$4246 - \$5701	MS/08
19694	Human Resources Trainee	\$3750 - \$4862	MS/04
19774	Human Rights Investigator I	\$5179 - \$7341	MS/14
19775	Human Rights Investigator II	\$5703 - \$8170	MS/19
19776	Human Rights Investigator III	\$6005 - \$8678	MS/21
19768	Human Rights Investigator Trainee	\$4412 - \$5991	MS/09
19769	Human Rights Mediation Supervisor	\$6339 - \$9178	MS/23
19771	Human Rights Mediator	\$5423 - \$7721	MS/16
19778	Human Rights Specialist I	\$4766 - \$6861	MS/11
19779	Human Rights Specialist II	\$5179 - \$7341	MS/14
19780	Human Rights Specialist III	\$5703 - \$8170	MS/19
19788	Human Services Casework Manager	\$6339 - \$9178	MS/23
19785	Human Services Caseworker	\$5179 - \$7341	MS/14
19791	Human Services Grants Coordinator I	\$4766 - \$6861	MS/11
19792	Human Services Grants Coordinator II	\$5423 - \$7721	MS/16
19793	Human Services Grants Coordinator III	\$6339 - \$9178	MS/23
19796	Human Services Grants Coordinator Trainee	\$4412 - \$5991	MS/09
19810	Human Services Sign Language Interpreter	\$5179 - \$7341	MS/14
19880	Iconographer	\$4412 - \$5991	MS/09
21051	Industrial and Community Development Representative I	\$5423 - \$7721	MS/16
21052	Industrial and Community Development Representative II	\$6005 - \$8678	MS/21
21080	Industrial Commission Reporter	\$5532 - \$7736	MS/17
21095	Industrial Commission Technician	\$4412 - \$5991	MS/09
21121	Industrial Services Consultant I	\$4766 - \$6861	MS/11
21122	Industrial Services Consultant II	\$5179 - \$7341	MS/14
21125	Industrial Services Consultant Trainee	\$4246 - \$5701	MS/08
21127	Industrial Services Hygienist	\$6005 - \$8678	MS/21
21130	Industrial Services Hygienist Technician	\$5179 - \$7341	MS/14
21133	Industrial Services Hygienist Trainee	\$4412 - \$5991	MS/09
21160	Information Services Intern		NONE
21161	Information Services Specialist I	\$5423 - \$7721	MS/16
21162	Information Services Specialist II	\$6005 - \$8678	MS/21
21165	Information Systems Analyst I	\$6688 - \$9745	MS/25
21166	Information Systems Analyst II	\$7491 - \$11015	MS/29
21167	Information Systems Analyst III	\$8486 - \$14186	MS/32
21163	Information Technology Trainee	\$4952 - \$6952	MS/12
21216	Information Technology/Communications Systems Specialist I	\$6005 - \$8678	MS/21
21217	Information Technology/Communications Systems Specialist II	\$7966 - \$13328	MS/31
21259	Inhalation Therapist	\$3971 - \$5243	MS/06
21260	Inhalation Therapy Supervisor	\$4246 - \$5701	MS/08
21465	Institutional Maintenance Worker	\$3862 - \$5085	MS/05
21500	Instrument Designer	\$5703 - \$8170	MS/19
21571	Insurance Analyst	\$4412 - \$5991	MS/09
21572	Insurance Analyst Specialist	\$4766 - \$6861	MS/11
21566	Insurance Analyst Trainee	\$3750 - \$4862	MS/04
21601	Insurance Company Claims Examiner I	\$5423 - \$7721	MS/16

21602	Insurance Company Claims Examiner II	\$6005 - \$8678	MS/21
21608	Insurance Company Field Staff Examiner	\$5179 - \$7341	MS/14
21610	Insurance Company Financial Examiner Trainee	\$4575 - \$6432	MS/10
21613	Insurance Financial Specialist	\$6339 - \$9178	MS/23
21671	Insurance Performance Examiner I	\$4766 - \$6861	MS/11
21672	Insurance Performance Examiner II	\$5423 - \$7721	MS/16
21673	Insurance Performance Examiner III	\$6339 - \$9178	MS/23
21680	Insurance Performance Examiner Trainee	\$4412 - \$5991	MS/09
21573	Insurance Senior Analyst	\$5179 - \$7341	MS/14
21686	Intermittent Clerk	\$3322 - \$4161	MS/02
21687	Intermittent Laborer (Maintenance)	\$4246 - \$5701	MS/08
21689	Intermittent Unemployment Insurance Representative	\$4412 - \$5991	MS/09
21690	Intermittent Unemployment Insurance Technician	\$3750 - \$4862	MS/04
21721	Internal Auditor I	\$5423 - \$7721	MS/16
21727	Internal Auditor II	\$6339 - \$9178	MS/23
21726	Internal Auditor Trainee	\$4412 - \$5991	MS/09
21735	Internal Investigations Principal Evaluation Supervisor	\$7491 - \$11015	MS/29
21740	Internal Investigations Supervisor	\$7491 - \$11015	MS/29
21731	Internal Security Investigator I	\$6172 - \$9010	MS/22
21732	Internal Security Investigator II	\$7279 - \$10770	MS/28
21761	International Marketing Representative I	\$4766 - \$6861	MS/11
21951	Janitor I	\$5067 - \$7284	MS/13
21952	Janitor II	\$5179 - \$7341	MS/14
21965	Juvenile Justice Chief of Security	\$7491 - \$11015	MS/29
21967	Juvenile Justice Psychologist Administrator	\$7729 - \$12583	MS/30
21970	Juvenile Justice School Counselor	\$6876 - \$10220	MS/26
21971	Juvenile Justice Specialist	\$5853 - \$8587	MS/20
21976	Juvenile Justice Specialist Intern	\$5067 - \$7284	MS/13
21980	Juvenile Justice Supervisor	\$7066 - \$10326	MS/27
21985	Juvenile Justice Unit Superintendent	\$7729 - \$12583	MS/30
21987	Juvenile Justice Vocational Instructor	\$5423 - \$7721	MS/16
21991	Juvenile Justice Youth and Family Specialist Option 1	\$5703 - \$8170	MS/19
21992	Juvenile Justice Youth and Family Specialist Option 2	\$6339 - \$9178	MS/23
21995	Juvenile Justice Youth and Family Specialist Supervisor	\$7279 - \$10770	MS/28
22003	Kidcare Supervisor	\$6339 - \$9178	MS/23
22750	Labor Conciliator	\$6339 - \$9178	MS/23
22809	Labor Maintenance Lead Worker	\$5423 - \$7721	MS/16
22995	Laboratory Assistant	\$3558 - \$4539	MS/03
22997	Laboratory Associate I	\$4096 - \$5464	MS/07
22998	Laboratory Associate II	\$4412 - \$5991	MS/09
22990	Laboratory Equipment Specialist	\$5703 - \$8170	MS/19
23021	Laboratory Quality Specialist I	\$6005 - \$8678	MS/21
23022	Laboratory Quality Specialist II	\$6688 - \$9745	MS/25
23025	Laboratory Research Scientist	\$7491 - \$11015	MS/29
23027	Laboratory Research Specialist I	\$6005 - \$8678	MS/21
23028	Laboratory Research Specialist II	\$6688 - \$9745	MS/25
23080	Laborer (Maintenance)	\$5301 - \$7490	MS/15
23091	Land Acquisition Agent I	\$4952 - \$6952	MS/12

23092	Land Acquisition Agent II	\$5703 - \$8170	MS/19
23093	Land Acquisition Agent III	\$6688 - \$9745	MS/25
23131	Land Reclamation Specialist I	\$4766 - \$6861	MS/11
23132	Land Reclamation Specialist II	\$5423 - \$7721	MS/16
23137	Land Reclamation Specialist Trainee	\$4412 - \$5991	MS/09
23145	Landscape Architect	\$7279 - \$10770	MS/28
23150	Landscape Planner	\$6005 - \$8678	MS/21
23191	Laundry Manager I	\$4575 - \$6432	MS/10
23260	Law Enforcement Training Administrator	\$7729 - \$12583	MS/30
23350	Legal Research Assistant	\$4575 - \$6432	MS/10
23371	Liability Claims Adjuster I	\$4766 - \$6861	MS/11
23372	Liability Claims Adjuster II	\$5703 - \$8170	MS/19
23375	Liability Claims Adjuster Trainee	\$4412 - \$5991	MS/09
23401	Librarian I	\$5179 - \$7341	MS/14
23402	Librarian II	\$5703 - \$8170	MS/19
23421	Library Aide I	\$3558 - \$4539	MS/03
23430	Library Associate	\$4412 - \$5991	MS/09
23450	Library Technical Assistant	\$4096 - \$5464	MS/07
23549	Licensed Practical Nurse – Corrections	\$4952 - \$6952	MS/12
23551	Licensed Practical Nurse I	\$4412 - \$5991	MS/09
23552	Licensed Practical Nurse II	\$4575 - \$6432	MS/10
23568	Licensing Assistant	\$3862 - \$5085	MS/05
23577	Licensing Investigations Supervisor	\$7729 - \$12583	MS32/30
23571	Licensing Investigator I	\$4575 - \$6432	MS/10
23572	Licensing Investigator II	\$5067 - \$7284	MS/13
23573	Licensing Investigator III	\$5301 - \$7490	MS/15
23574	Licensing Investigator IV	\$5853 - \$8587	MS/20
23600	Life Sciences Career Trainee	\$4412 - \$5991	MS/09
23741	Liquor Control Inspector	\$5067 - \$7284	MS/13
23744	Liquor Control Inspector Trainee	\$4575 - \$6432	MS/10
23753	Liquor Control Investigator	\$6005 - \$8678	MS/21
23756	Liquor Control Investigator Trainee	\$4766 - \$6861	MS/11
24031	Local Housing Advisor I	\$4766 - \$6861	MS/11
24032	Local Housing Advisor II	\$5179 - \$7341	MS/14
24033	Local Housing Advisor III	\$5703 - \$8170	MS/19
24101	Local Revenue and Fiscal Advisor I	\$4952 - \$6952	MS/12
24102	Local Revenue and Fiscal Advisor II	\$5423 - \$7721	MS/16
24103	Local Revenue and Fiscal Advisor III	\$6005 - \$8678	MS/21
24291	Lock and Dam Operator I	\$4246 - \$5701	MS/08
24292	Lock and Dam Operator II	\$4766 - \$6861	MS/11
24295	Lock and Dam Operator Trainee	\$3750 - \$4862	MS/04
24300	Locksmith	\$5423 - \$7721	MS/16
24402	Lottery Commodities Distributor II	\$4412 - \$5991	MS/09
24413	Lottery Drawing Senior Specialist	\$4766 - \$6861	MS/11
24410	Lottery Drawing Specialist	\$4412 - \$5991	MS/09
24504	Lottery Regional Coordinator	\$6005 - \$8678	MS/21
24515	Lottery Sales Representative	\$5179 - \$7341	MS/14
24520	Lottery Telemarketing Representative	\$3971 - \$5243	MS/06

25020	Maintenance Equipment Operator	\$5703 - \$8170	MS/19
25500	Maintenance Worker	\$5423 - \$7721	MS/16
25541	Management Operations Analyst I	\$5703 - \$8170	MS/19
25542	Management Operations Analyst II	\$6339 - \$9178	MS/23
25545	Management Operations Analyst Trainee	\$4952 - \$6952	MS/12
25583	Management Systems Specialist	\$6688 - \$9745	MS/25
25591	Manpower Planner I	\$4766 - \$6861	MS/11
25592	Manpower Planner II	\$5423 - \$7721	MS/16
25593	Manpower Planner III	\$6339 - \$9178	MS/23
25597	Manpower Planner Trainee	\$4412 - \$5991	MS/09
25610	Manuscripts Manager	\$6005 - \$8678	MS/21
26070	Meat and Poultry Inspector	\$5067 - \$7284	MS/13
26073	Meat and Poultry Inspector Supervisor	\$5642 - \$8065	MS/18
26075	Meat and Poultry Inspector Trainee	\$4096 - \$5464	MS/07
26201	Mechanical Engineer I	\$4952 - \$6952	MS/12
26202	Mechanical Engineer II	\$5423 - \$7721	MS/16
26203	Mechanical Engineer III	\$6005 - \$8678	MS/21
26301	Medicaid Management Analyst	\$5703 - \$8170	MS/19
26305	Medicaid Management Intern	\$5179 - \$7341	MS/14
26400	Medical Administrator I Option C	\$14927 - \$22122	MS/60
26401	Medical Administrator I Option D	\$16640 - \$24018	MS/62
26402	Medical Administrator II Option C	\$15706 - \$23424	MS/61
26403	Medical Administrator II Option D	\$18098 - \$26063	MS/64
26404	Medical Administrator III	\$18622 - \$27357	MS/65
26405	Medical Administrator IV	\$19181 - \$27664	MS/66
26406	Medical Administrator V	\$19756 - \$27978	MS/67
26501	Medical Assistance Consultant I	\$4575 - \$6432	MS/10
26502	Medical Assistance Consultant II	\$5179 - \$7341	MS/14
26503	Medical Assistance Consultant III	\$6005 - \$8678	MS/21
26811	Mental Health Administrator I	\$5703 - \$8170	MS/19
26812	Mental Health Administrator II	\$6339 - \$9178	MS/23
26817	Mental Health Administrator Trainee	\$5179 - \$7341	MS/14
26908	Mental Health Program Administrator	\$17575 - \$25841	MS/63
26921	Mental Health Recovery Support Specialist I	\$5423 - \$7721	MS/16
26922	Mental Health Recovery Support Specialist II	\$5703 - \$8170	MS/19
26924	Mental Health Specialist I	\$4412 - \$5991	MS/09
26925	Mental Health Specialist II	\$4766 - \$6861	MS/11
26926	Mental Health Specialist III	\$5179 - \$7341	MS/14
26928	Mental Health Specialist Trainee	\$4246 - \$5701	MS/08
27011	Mental Health Technician I	\$4575 - \$6432	MS/10
27012	Mental Health Technician II	\$4766 - \$6861	MS/11
27013	Mental Health Technician III	\$5067 - \$7284	MS/13
27014	Mental Health Technician IV	\$5423 - \$7721	MS/16
27020	Mental Health Technician Trainee	\$3971 - \$5243	MS/06
27015	Mental Health Technician V	\$5703 - \$8170	MS/19
27016	Mental Health Technician VI	\$5853 - \$8587	MS/20
27120	Meteorologist	\$5703 - \$8170	MS/19
27131	Methods and Procedures Advisor I	\$4766 - \$6861	MS/11

27132	Methods and Procedures Advisor II	\$5179 - \$7341	MS/14
27133	Methods and Procedures Advisor III	\$6339 - \$9178	MS/23
27135	Methods and Procedures Career Associate I	\$4246 - \$5701	MS/08
27136	Methods and Procedures Career Associate II	\$4412 - \$5991	MS/09
27137	Methods and Procedures Career Associate Trainee	\$3971 - \$5243	MS/06
27146	Metrologist Associate	\$4952 - \$6952	MS/12
27151	Microbiologist I	\$5179 - \$7341	MS/14
27152	Microbiologist II	\$6005 - \$8678	MS/21
27175	Microfilm Laboratory Technician I	\$3750 - \$4862	MS/04
27176	Microfilm Laboratory Technician II	\$3971 - \$5243	MS/06
27181	Microfilm Operator I	\$3558 - \$4539	MS/03
27182	Microfilm Operator II	\$3750 - \$4862	MS/04
27183	Microfilm Operator III	\$3862 - \$5085	MS/05
28150	Mine Rescue Station Assistant	\$4096 - \$5464	MS/07
28490	Motorist Assistance Specialist	\$3862 - \$5085	MS/05
28700	Museum Theater Systems Technician	\$4952 - \$6952	MS/12
28750	Narcotics and Currency Unit Supervisor	\$7729 - \$12583	MS/30
28833	Natural Resources Advanced Specialist	\$6339 - \$9178	MS/23
28831	Natural Resources Coordinator	\$4952 - \$6952	MS/12
28830	Natural Resources Coordinator Trainee	\$4412 - \$5991	MS/09
28834	Natural Resources Education Program Coordinator	\$6339 - \$9178	MS/23
28835	Natural Resources Grant Coordinator	\$5853 - \$8587	MS/20
28836	Natural Resources Manager I	\$6339 - \$9178	MS/23
28837	Natural Resources Manager II	\$6876 - \$10220	MS/26
28838	Natural Resources Manager III	\$7729 - \$12583	MS/30
28841	Natural Resources Site Manager I	\$6339 - \$9178	MS/23
28842	Natural Resources Site Manager II	\$6876 - \$10220	MS/26
28832	Natural Resources Specialist	\$5703 - \$8170	MS/19
28851	Natural Resources Technician I	\$4096 - \$5464	MS/07
28852	Natural Resources Technician II	\$4575 - \$6432	MS/10
29731	Nursing Act Assistant Coordinator	\$6688 - \$9745	MS/25
29820	Nutritionist	\$5703 - \$8170	MS/19
29900	Occupational Therapist	\$5423 - \$7721	MS/16
29908	Occupational Therapist Program Coordinator	\$6005 - \$8678	MS/21
29910	Occupational Therapist Supervisor	\$6688 - \$9745	MS/25
29990	Office Administrative Specialist	\$4412 - \$5991	MS/09
29991	Office Administrator I	\$3750 - \$4862	MS/04
29992	Office Administrator II	\$3971 - \$5243	MS/06
29993	Office Administrator III	\$4246 - \$5701	MS/08
29994	Office Administrator IV	\$4766 - \$6861	MS/11
29995	Office Administrator V	\$4952 - \$6952	MS/12
30005	Office Aide	\$3322 - \$4161	MS/02
30010	Office Assistant	\$3750 - \$4862	MS/04
30015	Office Associate	\$3862 - \$5085	MS/05
30020	Office Clerk	\$3558 - \$4539	MS/03
30025	Office Coordinator	\$3971 - \$5243	MS/06
30075	Office Occupations Trainee	\$2600 - \$3844	MS/01
30080	Office Specialist	\$4246 - \$5701	MS/08

30317	Oral Health Consultant	\$5703 - \$8170	MS/19
30860	Paralegal Assistant	\$4766 - \$6861	MS/11
31810	Pest Control Operator	\$4096 - \$5464	MS/07
32009	Pharmacy Lead Technician	\$3971 - \$5243	MS/06
32025	Pharmacy Manager	\$9045 - \$15097	MS/33
32010	Pharmacy Services Coordinator	\$8486 - \$14186	MS/32
32011	Pharmacy Technician	\$3750 - \$4862	MS/04
32080	Photographer	\$4766 - \$6861	MS/11
32091	Photographic Technician I	\$4246 - \$5701	MS/08
32092	Photographic Technician II	\$4766 - \$6861	MS/11
32093	Photographic Technician III	\$4952 - \$6952	MS/12
32145	Physical Therapist	\$5423 - \$7721	MS/16
32153	Physical Therapist Program Coordinator	\$6005 - \$8678	MS/21
32192	Physical Therapy Aide II	\$3862 - \$5085	MS/05
32193	Physical Therapy Aide III	\$4246 - \$5701	MS/08
32200	Physician	\$12212 - \$18470	MS/36
32210	Physician Assistant	\$7066 - \$10326	MS/27
32221	Physician Specialist – Option A	\$12907 - \$19860	MS/37
32222	Physician Specialist – Option B	\$14070 - \$20332	MS/38
32223	Physician Specialist – Option C	\$15706 - \$23424	MS/61
32224	Physician Specialist – Option D	\$17575 - \$25841	MS/63
32225	Physician Specialist – Option E	\$18622 - \$27357	MS/65
32501	Plant and Pesticide Specialist I	\$5301 - \$7490	MS/15
32502	Plant and Pesticide Specialist II	\$5853 - \$8587	MS/20
32506	Plant and Pesticide Specialist Supervisor	\$5853 - \$8587	MS/20
32910	Plumbing Consultant	\$7279 - \$10770	MS/28
32915	Plumbing Inspector	\$6172 - \$9010	MS/22
32960	Podiatrist	\$4766 - \$6861	MS/11
32977	Police Lieutenant	\$7491 - \$11015	MS/29
32981	Police Officer I	\$5301 - \$7490	MS/15
32982	Police Officer II	\$6172 - \$9010	MS/22
32983	Police Officer III	\$6514 - \$9314	MS/24
32990	Police Training Specialist	\$5423 - \$7721	MS/16
33001	Polygraph Examiner I	\$5853 - \$8587	MS/20
33002	Polygraph Examiner II	\$6514 - \$9314	MS/24
33003	Polygraph Examiner III	\$7279 - \$10770	MS/28
33005	Polygraph Examiner Trainee	\$4952 - \$6952	MS/12
33020	Portable Scales Coordinator	\$6005 - \$8678	MS/21
33021	Portable Scales Operator	\$5642 - \$8065	MS/18
33022	Portable Scales Operator Trainee	\$5179 - \$7341	MS/14
33023	Portable Scales Senior Operator	\$5853 - \$8587	MS/20
33360	Power Shovel Operator	\$5703 - \$8170	MS/19
34201	Private Secretary I	\$5179 - \$7341	MS/14
34202	Private Secretary II	\$5642 - \$8065	MS/18
34540	Procurement Representative	\$3971 - \$5243	MS/06
34603	Products and Standards Inspector	\$4766 - \$6861	MS/11
34605	Products and Standards Inspector Trainee	\$4412 - \$5991	MS/09
34631	Program Integrity Auditor I	\$5179 - \$7341	MS/14

34632	Program Integrity Auditor II	\$6005 - \$8678	MS/21
34635	Program Integrity Auditor Trainee	\$4412 - \$5991	MS/09
34725	Project Designer	\$6005 - \$8678	MS/21
34791	Property and Supply Clerk I	\$3558 - \$4539	MS/03
34792	Property and Supply Clerk II	\$3750 - \$4862	MS/04
34793	Property and Supply Clerk III	\$3862 - \$5085	MS/05
34900	Property Consultant	\$4952 - \$6952	MS/12
35626	Psychologist Associate	\$4952 - \$6952	MS/12
35611	Psychologist I	\$5423 - \$7721	MS/16
35612	Psychologist II	\$6339 - \$9178	MS/23
35613	Psychologist III	\$7279 - \$10770	MS/28
35660	Psychology Intern	\$5301 - \$7490	MS/15
35700	Public Administration Intern	\$4766 - \$6861	MS/11
35825	Public Aid Eligibility Assistant	\$3862 - \$5085	MS/05
35870	Public Aid Investigator	\$6005 - \$8678	MS/21
35874	Public Aid Investigator Trainee	\$4766 - \$6861	MS/11
35880	Public Aid Lead Casework Specialist	\$5423 - \$7721	MS/16
35890	Public Aid Program Quality Analyst	\$6005 - \$8678	MS/21
35892	Public Aid Quality Control Reviewer	\$5423 - \$7721	MS/16
35900	Public Aid Quality Control Supervisor	\$6005 - \$8678	MS/21
36071	Public Aid Staff Development Specialist I	\$4952 - \$6952	MS/12
36072	Public Aid Staff Development Specialist II	\$5423 - \$7721	MS/16
36073	Public Aid Staff Development Specialist III	\$6172 - \$9010	MS/22
36430	Public Health Educator	\$6005 - \$8678	MS/21
36434	Public Health Educator Associate	\$4766 - \$6861	MS/11
36611	Public Health Program Specialist I	\$4766 - \$6861	MS/11
36612	Public Health Program Specialist II	\$5179 - \$7341	MS/14
36613	Public Health Program Specialist III	\$6005 - \$8678	MS/21
36615	Public Health Program Specialist Trainee	\$4412 - \$5991	MS/09
36750	Public Information Coordinator	\$5703 - \$8170	MS/19
37003	Public Information Officer III	\$6005 - \$8678	MS/21
37004	Public Information Officer IV	\$6688 - \$9745	MS/25
37006	Public Safety Drug Screening Specialist	\$5423 - \$7721	MS/16
37007	Public Safety Inspector	\$5179 - \$7341	MS/14
37010	Public Safety Inspector Trainee	\$4096 - \$5464	MS/07
370176	Public Service Executive	\$7966 - \$13328	MS/31
370167	Public Service Supervisor	\$7279 - \$10770	MS/28
37551	Race Track Maintainer I	\$4575 - \$6432	MS/10
37552	Race Track Maintainer II	\$4952 - \$6952	MS/12
37500	Radiologic Technologist	\$4246 - \$5701	MS/08
37505	Radiologic Technologist Chief	\$5532 - \$7736	MS/17
37507	Radiologic Technologist Program Coordinator	\$4412 - \$5991	MS/09
37601	Railroad Safety Specialist I	\$6005 - \$8678	MS/21
37602	Railroad Safety Specialist II	\$6688 - \$9745	MS/25
37603	Railroad Safety Specialist III	\$7491 - \$11015	MS/29
37604	Railroad Safety Specialist IV	\$8486 - \$14186	MS/32
37725	Ranger	\$4575 - \$6432	MS/10
37730	Real Estate Investigator	\$6005 - \$8678	MS/21

37760	Real Estate Professions Examiner	\$7279 - \$10770	MS/28
38001	Recreation Worker I	\$4412 - \$5991	MS/09
38002	Recreation Worker II	\$4766 - \$6861	MS/11
38119	Refrigeration and Air Conditioning Repairer	\$4952 - \$6952	MS/12
38135	Registered Nurse – Advanced Practice	\$7279 - \$10770	MS/28
38131	Registered Nurse I	\$5703 - \$8170	MS/19
38132	Registered Nurse II	\$6514 - \$9314	MS/24
38141	Rehabilitation Case Coordinator I	\$3971 - \$5243	MS/06
38142	Rehabilitation Case Coordinator II	\$4246 - \$5701	MS/08
38145	Rehabilitation Counselor	\$5423 - \$7721	MS/16
38155	Rehabilitation Counselor Aide I	\$3971 - \$5243	MS/06
38156	Rehabilitation Counselor Aide II	\$4246 - \$5701	MS/08
38158	Rehabilitation Counselor Senior	\$6005 - \$8678	MS/21
38159	Rehabilitation Counselor Trainee	\$4952 - \$6952	MS/12
38176	Rehabilitation Services Advisor I	\$6339 - \$9178	MS/23
38192	Rehabilitation Workshop Instructor I	\$3862 - \$5085	MS/05
38193	Rehabilitation Workshop Instructor II	\$4412 - \$5991	MS/09
38194	Rehabilitation Workshop Supervisor I	\$4412 - \$5991	MS/09
38195	Rehabilitation Workshop Supervisor II	\$4766 - \$6861	MS/11
38196	Rehabilitation Workshop Supervisor III	\$5179 - \$7341	MS/14
38163	Rehabilitation/Mobility Instructor	\$6005 - \$8678	MS/21
38167	Rehabilitation/Mobility Instructor Trainee	\$4952 - \$6952	MS/12
38199	Reimbursement Officer I	\$4766 - \$6861	MS/11
38200	Reimbursement Officer II	\$5179 - \$7341	MS/14
38201	Reproduction Service Supervisor I	\$4575 - \$6432	MS/10
38203	Reproduction Service Technician I	\$3558 - \$4539	MS/03
38204	Reproduction Service Technician II	\$3971 - \$5243	MS/06
38205	Reproduction Service Technician III	\$4246 - \$5701	MS/08
38209	Research Economist	\$5703 - \$8170	MS/19
38211	Research Fellow, Option B	\$5703 - \$8170	MS/19
38231	Research Scientist I	\$4575 - \$6432	MS/10
38232	Research Scientist II	\$5179 - \$7341	MS/14
38233	Research Scientist III	\$6339 - \$9178	MS/23
38270	Resident Physician	\$5301 - \$7490	MS/15
38271	Residential Care Program Supervisor I	\$6172 - \$9010	MS/22
38277	Residential Care Worker	\$4412 - \$5991	MS/09
38279	Residential Care Worker Trainee	\$3862 - \$5085	MS/05
38281	Resource Planner I	\$5423 - \$7721	MS/16
38282	Resource Planner II	\$6005 - \$8678	MS/21
38283	Resource Planner III	\$7279 - \$10770	MS/28
38313	Retirement Benefits Representative	\$4412 - \$5991	MS/09
38314	Retirement Benefits Representative Supervisor	\$4766 - \$6861	MS/11
38316	Retirement Benefits Representative Trainee	\$4096 - \$5464	MS/07
38321	Retirement System Benefits Technician I	\$4766 - \$6861	MS/11
38322	Retirement System Benefits Technician II	\$6005 - \$8678	MS/21
38310	Retirement System Disability Specialist	\$6005 - \$8678	MS/21
38369	Revenue Audit Supervisor	\$8486 - \$14186	MS/32
38371	Revenue Auditor I	\$5179 - \$7341	MS/14

38372	Revenue Auditor II	\$6005 - \$8678	MS/21
38373	Revenue Auditor III	\$7279 - \$10770	MS/28
38375	Revenue Auditor Trainee	\$4412 - \$5991	MS/09
38401	Revenue Collection Officer I	\$4952 - \$6952	MS/12
38402	Revenue Collection Officer II	\$5423 - \$7721	MS/16
38403	Revenue Collection Officer III	\$6005 - \$8678	MS/21
38405	Revenue Collection Officer Trainee	\$4412 - \$5991	MS/09
38425	Revenue Computer Audit Specialist	\$7491 - \$11015	MS/29
38557	Revenue Senior Special Agent	\$7491 - \$11015	MS/29
38558	Revenue Special Agent	\$6005 - \$8678	MS/21
38565	Revenue Special Agent Trainee	\$4766 - \$6861	MS/11
38571	Revenue Tax Specialist I	\$4412 - \$5991	MS/09
38572	Revenue Tax Specialist II	\$4766 - \$6861	MS/11
38573	Revenue Tax Specialist III	\$5423 - \$7721	MS/16
38575	Revenue Tax Specialist Trainee	\$4096 - \$5464	MS/07
38910	Safety Responsibility Analyst	\$4412 - \$5991	MS/09
38915	Safety Responsibility Analyst Supervisor	\$4766 - \$6861	MS/11
39200	School Psychologist	\$6005 - \$8678	MS/21
39851	Security Guard I	\$5067 - \$7284	MS/13
39852	Security Guard II	\$5179 - \$7341	MS/14
39870	Security Officer	\$4575 - \$6432	MS/10
39875	Security Officer Chief	\$5532 - \$7736	MS/17
39876	Security Officer Lieutenant	\$4952 - \$6952	MS/12
39877	Security Officer Sergeant	\$4766 - \$6861	MS/11
39901	Security Therapy Aide I	\$5067 - \$7284	MS/13
39902	Security Therapy Aide II	\$5423 - \$7721	MS/16
39903	Security Therapy Aide III	\$5703 - \$8170	MS/19
39904	Security Therapy Aide IV	\$5853 - \$8587	MS/20
39905	Security Therapy Aide Trainee	\$4096 - \$5464	MS/07
39951	Seed Analyst I	\$4412 - \$5991	MS/09
39952	Seed Analyst II	\$4575 - \$6432	MS/10
39953	Seed Analyst Trainee	\$4096 - \$5464	MS/07
40090	Senior Ranger	\$4766 - \$6861	MS/11
40700	Sex Offender Registration Unit Supervisor	\$7966 - \$13328	MS/31
40531	Sex Offender Therapist I	\$5423 - \$7721	MS/16
40532	Sex Offender Therapist II	\$6005 - \$8678	MS/21
40800	Shift Supervisor	\$7491 - \$11015	MS/29
40900	Sign Hanger	\$5703 - \$8170	MS/19
40910	Sign Hanger Foreman	\$5853 - \$8587	MS/20
41000	Sign Shop Foreman	\$4952 - \$6952	MS/12
41020	Silk Screen Operator	\$5532 - \$7736	MS/17
41071	Site Assistant Superintendent I	\$4952 - \$6952	MS/12
41072	Site Assistant Superintendent II	\$5423 - \$7721	MS/16
41090	Site Interpreter	\$4096 - \$5464	MS/07
41093	Site Interpretive Coordinator	\$4575 - \$6432	MS/10
41115	Site Security Officer	\$3971 - \$5243	MS/06
41117	Site Services Specialist I	\$4952 - \$6952	MS/12
41118	Site Services Specialist II	\$5423 - \$7721	MS/16

41211	Site Superintendent I	\$5853 - \$8587	MS/20
41212	Site Superintendent II	\$6688 - \$9745	MS/25
41213	Site Superintendent III	\$7491 - \$11015	MS/29
41131	Site Technician I	\$4096 - \$5464	MS/07
41132	Site Technician II	\$4412 - \$5991	MS/09
41150	Small Engine Mechanic	\$4575 - \$6432	MS/10
41281	Social Service Aide I	\$3862 - \$5085	MS/05
41282	Social Service Aide II	\$4246 - \$5701	MS/08
41285	Social Service Aide Trainee	\$3558 - \$4539	MS/03
41295	Social Service Community Planner	\$4246 - \$5701	MS/08
41301	Social Service Consultant I	\$5703 - \$8170	MS/19
41302	Social Service Consultant II	\$6005 - \$8678	MS/21
41311	Social Service Program Planner I	\$4952 - \$6952	MS/12
41312	Social Service Program Planner II	\$5423 - \$7721	MS/16
41313	Social Service Program Planner III	\$6339 - \$9178	MS/23
41314	Social Service Program Planner IV	\$7279 - \$10770	MS/28
41320	Social Services Career Trainee	\$4412 - \$5991	MS/09
41411	Social Worker I	\$5423 - \$7721	MS/16
41412	Social Worker II	\$6005 - \$8678	MS/21
41413	Social Worker III	\$6339 - \$9178	MS/23
41430	Social Worker Intern	\$5301 - \$7490	MS/15
41414	Social Worker IV	\$7279 - \$10770	MS/28
41680	Special Education Resources Coordinator	\$6876 - \$10220	MS/26
41771	Staff Development Specialist I	\$5703 - \$8170	MS/19
41781	Staff Development Technician I	\$4412 - \$5991	MS/09
41782	Staff Development Technician II	\$4952 - \$6952	MS/12
41787	Staff Pharmacist	\$7966 - \$13328	MS/31
42230	State Mine Inspector	\$6005 - \$8678	MS/21
42240	State Mine Inspector-At-Large	\$7966 - \$13328	MS/31
41801	State Police Crime Information Evaluator	\$4246 - \$5701	MS/08
41901	State Police Evidence Technician I	\$4412 - \$5991	MS/09
41902	State Police Evidence Technician II	\$4575 - \$6432	MS/10
42001	State Police Field Specialist I	\$5703 - \$8170	MS/19
42002	State Police Field Specialist II	\$6339 - \$9178	MS/23
42100	State Police Inspector	\$7966 - \$13328	MS/31
42741	Statistical Research Specialist I	\$4412 - \$5991	MS/09
42742	Statistical Research Specialist II	\$4766 - \$6861	MS/11
42743	Statistical Research Specialist III	\$5423 - \$7721	MS/16
42745	Statistical Research Supervisor	\$6339 - \$9178	MS/23
42748	Statistical Research Technician	\$4246 - \$5701	MS/08
43005	Storage Tank Safety Specialist	\$5703 - \$8170	MS/19
43051	Storekeeper I	\$4766 - \$6861	MS/11
43052	Storekeeper II	\$4952 - \$6952	MS/12
43053	Storekeeper III	\$5067 - \$7284	MS/13
43060	Stores Clerk	\$3558 - \$4539	MS/03
43190	Student Intern	\$2600 - \$3844	MS/01
43200	Student Worker	\$2600 - \$3844	MS/01
43680	Supervising Vehicle Testing Compliance Officer	\$6172 - \$9010	MS/22

44221	Support Service Coordinator I	\$4096 - \$5464	MS/07
44222	Support Service Coordinator II	\$4412 - \$5991	MS/09
44225	Support Service Lead	\$3750 - \$4862	MS/04
44238	Support Service Worker	\$3558 - \$4539	MS/03
44410	Switchboard Chief Operator	\$4766 - \$6861	MS/11
44411	Switchboard Operator I	\$3558 - \$4539	MS/03
44412	Switchboard Operator II	\$3750 - \$4862	MS/04
44413	Switchboard Operator III	\$3971 - \$5243	MS/06
45256	Technical Advisor Advanced Program Specialist	\$7966 - \$13328	MS/31
45251	Technical Advisor I	\$5703 - \$8170	MS/19
45252	Technical Advisor II	\$6339 - \$9178	MS/23
45253	Technical Advisor III	\$7491 - \$11015	MS/29
45261	Technical Manager I	\$4575 - \$6432	MS/10
45295	Telecommunications Specialist	\$4952 - \$6952	MS/12
45305	Telecommunications Supervisor	\$6339 - \$9178	MS/23
45308	Telecommunications Systems Analyst	\$5423 - \$7721	MS/16
45312	Telecommunications Systems Technician I	\$4096 - \$5464	MS/07
45313	Telecommunications Systems Technician II	\$4575 - \$6432	MS/10
45314	Telecommunications Systems Technician Trainee	\$3862 - \$5085	MS/05
45321	Telecommunicator	\$4412 - \$5991	MS/09
45316	Telecommunicator – Command Center	\$4575 - \$6432	MS/10
45322	Telecommunicator Call Taker	\$4952 - \$6952	MS/12
45323	Telecommunicator Lead Call Taker	\$5532 - \$7736	MS/17
45327	Telecommunicator Lead Specialist	\$5703 - \$8170	MS/19
45324	Telecommunicator Lead Worker	\$4952 - \$6952	MS/12
45318	Telecommunicator Lead Worker – Command Center	\$5179 - \$7341	MS/14
45326	Telecommunicator Specialist	\$5179 - \$7341	MS/14
45325	Telecommunicator Trainee	\$4096 - \$5464	MS/07
45371	Terrorism Research Specialist I	\$5703 - \$8170	MS/19
45372	Terrorism Research Specialist II	\$6339 - \$9178	MS/23
45373	Terrorism Research Specialist III	\$7279 - \$10770	MS/28
45375	Terrorism Research Specialist Trainee	\$4766 - \$6861	MS/11
45595	Tobacco Compliance Specialist	\$5853 - \$8587	MS/20
45710	Transportation Account Clerk I		NONE
45711	Transportation Account Clerk II		NONE
45712	Transportation Account Technician I		NONE
45713	Transportation Account Technician II		NONE
45715	Transportation Accountant		NONE
45716	Transportation Accountant Advanced		NONE
45717	Transportation Accountant Supervisor		NONE
45724	Transportation Communications Equipment Technician I		NONE
45731	Transportation Executive I		NONE
45732	Transportation Executive II		NONE
45733	Transportation Executive III		NONE
45736	Transportation Graphic Arts Designer		NONE
45737	Transportation Graphic Arts Designer Advanced		NONE
45738	Transportation Graphic Arts Designer Supervisor		NONE
45739	Transportation Graphic Arts Technician		NONE

45751	Transportation Human Resources Assistant		NONE
45752	Transportation Human Resources Associate		NONE
45753	Transportation Human Resources Representative		NONE
45754	Transportation Human Resources Specialist		NONE
45755	Transportation Human Resources Trainee		NONE
45760	Transportation Information Services Intern		NONE
45761	Transportation Information Services Specialist I		NONE
45762	Transportation Information Services Specialist II		NONE
45763	Transportation Information Systems Analyst I		NONE
45764	Transportation Information Systems Analyst II		NONE
45765	Transportation Information Systems Analyst III		NONE
45771	Transportation Information Technology/Communications Systems Specialist I		NONE
45776	Transportation Internal Auditor I		NONE
45781	Transportation Internal Security Investigator I		NONE
45782	Transportation Internal Security Investigator II		NONE
45785	Transportation Liability Claims Adjuster I		NONE
45786	Transportation Liability Claims Adjuster II		NONE
45790	Transportation Library Associate		NONE
45796	Transportation Management Assistant I		NONE
45797	Transportation Management Assistant II		NONE
45801	Transportation Office Administrator I		NONE
45802	Transportation Office Administrator II		NONE
45803	Transportation Office Administrator III		NONE
45804	Transportation Office Administrator IV		NONE
45805	Transportation Office Administrator V		NONE
45811	Transportation Office Aide		NONE
45812	Transportation Office Assistant		NONE
45813	Transportation Office Associate		NONE
45814	Transportation Office Clerk		NONE
45815	Transportation Office Coordinator		NONE
45816	Transportation Office Specialist		NONE
45830	Transportation Officer	\$4766 - \$6861	MS/11
45821	Transportation Operations Communications Specialist I		NONE
45822	Transportation Operations Communications Specialist II		NONE
45823	Transportation Operations Communications Specialist Trainee		NONE
45824	Transportation Operations Communications Supervisor		NONE
45834	Transportation Paralegal Assistant		NONE
45836	Transportation Property and Supply Clerk I		NONE
45837	Transportation Property and Supply Clerk II		NONE
45853	Transportation Public Information Officer III		NONE
45858	Transportation Public Service Administrator		NONE
45862	Transportation Reproduction Service Technician II		NONE
45863	Transportation Reproduction Service Technician III		NONE
45864	Transportation Seasonal Office Worker	\$3558 - \$4539	MS/03
45865	Transportation Staff Development Specialist		NONE
45868	Transportation Statistical Research specialist I		NONE
45871	Transportation Statistical Research Supervisor		NONE

45876	Transportation Storekeeper I		NONE
45877	Transportation Storekeeper II		NONE
45878	Transportation Storekeeper III		NONE
45879	Transportation Stores Clerk		NONE
45883	Transportation Student Intern		NONE
45886	Transportation Technical Adviser I		NONE
45887	Transportation Technical Adviser II		NONE
45888	Transportation Technical Adviser III		NONE
45892	Transportation Telecommunications System Technician II		NONE
45906	Transportation Vehicle Compliance Inspector		NONE
45907	Transportation Vehicle Emission Compliance Inspector		NONE
46100	Truck Weighing Inspector	\$4575 - \$6432	MS/10
47001	Unemployment Insurance Adjudicator I	\$4246 - \$5701	MS/08
47002	Unemployment Insurance Adjudicator II	\$4575 - \$6432	MS/10
47003	Unemployment Insurance Adjudicator III	\$4952 - \$6952	MS/12
47081	Unemployment Insurance Revenue Analyst I	\$4952 - \$6952	MS/12
47082	Unemployment Insurance Revenue Analyst II	\$5423 - \$7721	MS/16
47087	Unemployment Insurance Revenue Specialist	\$4575 - \$6432	MS/10
47096	Unemployment Insurance Special Agent	\$5703 - \$8170	MS/19
47451	Utility Engineer I	\$5853 - \$8587	MS/20
47452	Utility Engineer II	\$6514 - \$9314	MS/24
47570	Vehicle Compliance Inspector	\$5301 - \$7490	MS/15
47580	Vehicle Emission Compliance Inspector	\$4575 - \$6432	MS/10
47583	Vehicle Emission Compliance Supervisor	\$4952 - \$6952	MS/12
47584	Vehicle Emission Quality Assurance Auditor	\$4575 - \$6432	MS/10
47585	Vehicle Permit Evaluator	\$4246 - \$5701	MS/08
47686	Veterans Educational Specialist	\$7279 - \$10770	MS/28
47701	Veterans Employment Representative I	\$4766 - \$6861	MS/11
47702	Veterans Employment Representative II	\$5179 - \$7341	MS/14
47703	Veterans Employment Representative III	\$5853 - \$8587	MS/20
47750	Veterans Nursing Assistant – Certified	\$4096 - \$5464	MS/07
47800	Veterans Service Officer	\$4766 - \$6861	MS/11
47804	Veterans Service Officer Associate	\$4575 - \$6432	MS/10
47901	Veterinarian I	\$5703 - \$8170	MS/19
47902	Veterinarian II	\$6339 - \$9178	MS/23
47903	Veterinarian III	\$6688 - \$9745	MS/25
47911	Veterinary Consumer Safety Officer	\$7491 - \$11015	MS/29
47916	Veterinary Pathologist	\$7491 - \$11015	MS/29
47917	Veterinary Supervisor I	\$6876 - \$10220	MS/26
47918	Veterinary Supervisor II	\$7491 - \$11015	MS/29
47941	Vision/Hearing Consultant I	\$5179 - \$7341	MS/14
47942	Vision/Hearing Consultant II	\$6339 - \$9178	MS/23
47943	Vision/Hearing Consultant III	\$6688 - \$9745	MS/25
48000	Vital Records Quality Control Inspector	\$4575 - \$6432	MS/10
48200	Vocational Instructor	\$4412 - \$5991	MS/09
48481	Volunteer Services Coordinator I	\$4575 - \$6432	MS/10
48482	Volunteer Services Coordinator II	\$5179 - \$7341	MS/14
48483	Volunteer Services Coordinator III	\$5703 - \$8170	MS/19

48770	Wage Claims Specialist	\$3971 - \$5243	MS/06
48780	Warehouse Claims Specialist	\$6172 - \$9010	MS/22
48881	Warehouse Examiner	\$5067 - \$7284	MS/13
48882	Warehouse Examiner Specialist	\$5642 - \$8065	MS/18
48786	Warehouse Examiner Supervisor	\$5853 - \$8587	MS/20
49061	Waterways Construction Supervisor I	\$5179 - \$7341	MS/14
49062	Waterways Construction Supervisor II	\$5703 - \$8170	MS/19
49101	Weatherization Specialist I	\$4766 - \$6861	MS/11
49102	Weatherization Specialist II	\$5423 - \$7721	MS/16
49103	Weatherization Specialist III	\$6339 - \$9178	MS/23
49105	Weatherization Specialist Trainee	\$4412 - \$5991	MS/09
49421	Well Inspector I	\$4766 - \$6861	MS/11
49422	Well Inspector II	\$5642 - \$8065	MS/18
49424	Well Inspector Specialist	\$6514 - \$9314	MS/24
49425	Well Inspector Trainee	\$4412 - \$5991	MS/09
49640	Workers Compensation Insurance Compliance Investigator	\$6339 - \$9178	MS/23

## APPENDIX B

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

1	=	General Administration/Business/Marketing/Labor/Personnel
2	=	Fiscal Management/Accounting/Budget/Internal Audit/Insurance/Financial
2B	=	Financial Regulatory
2C	=	Economist
3	=	Management Information System/Data Processing/Telecommunications
3J	=	Java Application Developer
3N	=	Networking
4	=	Physical Sciences/Environment
6	=	Health and Human Services
6B	=	Day Care Quality Assurance
6C	=	Health Statistics
6D	=	Health Promotion/Disease Prevention
6E	=	Laboratory Specialist
6F	=	Infectious Disease
6G	=	Disaster/Emergency Medical Services
6H	=	Illinois Council on Developmental Disabilities Program Specialist
6I	=	Rehabilitation Counseling
7	=	Law Enforcement/Correctional
7A	=	Sworn Law Enforcement
8A	=	Special License – Architect License
8B	=	Special License – Boiler Inspector License
8C	=	Special License – Certified Public Accountant
8D	=	Special License – Federal Communications Commission License/National Association of Business and Educational Radio
8E	=	Special License – Engineer (Professional)
8F	=	Special License – Federal Aviation Administration Medical Certificate/First Class
8G	=	Special License – Clinical Professional Counselor
8H	=	Special License – Environmental Health Practitioner
8I	=	Special License – Professional Land Surveyor License
8J	=	Special License - Registered American Dietetic Association/Public Health Food Sanitation Certificate/Licensed Dietician
8K	=	Special License – Licensed Psychologist
8L	=	Special License – Law License
8N	=	Special License – Registered Nurse License
8O	=	Special License – Occupational Therapist License
8P	=	Special License – Pharmacist License
8Q	=	Special License – Religious Ordination by Recognized Commission

8R	=	Special License – Dental Hygienist
8S	=	Special License – Social Worker/Clinical Social Worker
8T	=	Special License – Professional Educator License and Administrative Endorsement
8U	=	Special License – Physical Therapist License
8V	=	Special License – Audiologist License
8W	=	Special License – Speech-Language Pathologist License
8Y	=	Special License – Plumbing License
8Z	=	Special License – Special Metrologist Training
9A	=	Special License – Certified Internal Auditor
9B	=	Special License – Certified Information Systems Auditor
9C	=	Special License – Landscape Architect
9D	=	Special License – Certified Real Estate Appraisal License
9G	=	Special License – Registered Professional Geologist License

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

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

8R	=	Special License – Real Estate Broker License
8S	=	Special License – Social Worker/Clinical Social Worker
8T	=	Special License – Professional Educator License and Administrative Endorsement
8U	=	Special License – Landscape Architect
8Z	=	Special License – Certified Real Estate Appraisal License

Other classification titles contain the word option in the title 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 II, Option A – General
- Health Services Investigator II, Option C – Pharmacy
- Juvenile Justice Youth and Family Specialist Option 1
- Juvenile Justice Youth and Family Specialist Option 2
- Medical Administrator I Option C
- Medical Administrator I Option D
- Medical Administrator II Option C
- Medical Administrator II Option D
- Physician Specialist – Option A
- Physician Specialist – Option B
- Physician Specialist – Option C
- Physician Specialist – Option D
- Physician Specialist – Option E
- Research Fellow, Option B

**APPENDIX C**

**Trainee Titles List** – The Trainee Program class titles, title codes, and Merit Compensation (MS- or BB-) salary ranges are:

<b>Title</b>	<b>Title Code</b>	<b>Negotiated Pay Grade</b>	<b>Merit Compensation Pay Grade</b>
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
Behavior Analyst Associate	04375	RC/062/15	MS/12
Cannabis Regulator Trainee	06005	Pending RC/029 Negotiations	MS/13
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/09
Clerical Trainee	08050	RC/014/01	MS/01
Clinical Laboratory Technologist Trainee	08229	RC/062/14	MS/11
Clinical Psychology Associate	08255	RC/063/18	MS/19
Commerce Commission Police Officer Trainee	08455	None	MS/10
Conservation Police Officer Trainee	09345	RC/061	MS/06
Correctional Officer Trainee	09676	RC/006/07	MS/11
Corrections Nurse Trainee	09836	RC/023/ <del>17</del> <b>18</b>	MS/19
Corrections Treatment Officer Trainee	09866	RC/006/11	MS/13
Criminal Justice Specialist Trainee	10236	RC/062/13	MS/10
Data Processing Operator Trainee	11428	RC/014/02	MS/02
Data Processing Technician Trainee	11443	RC/028/06	MS/04
Disability Claims Adjudicator Trainee	12539	RC/062/13	MS/10
Economist Associate	12940	None	MS/12
Economic Development Representative Trainee	12939	None	MS/10
Educator Intern	13135	None	MS/10
Energy and Natural Resources Specialist Trainee	13715	RC/062/12	MS/09
Environmental Health Specialist I	13768	RC/062/14	MS/11
Financial Institutions Examiner Trainee	14978	RC/062/13	MS/10
Fingerprint Technician Trainee	15209	None	MS/05
Fire Prevention Inspector Trainee	15320	RC/029/12	MS/10
Firearms Eligibility Analyst Trainee	15375	RC/062/11	MS/08
Forensic Scientist Trainee	15897	RC/062/15	MS/12
Gaming Special Agent Trainee	17195	RC/062/14	MS/11

Geographic Information Trainee	17276	RC/063/15	MS/12
Governmental Career Trainee	17325	None	MS/09
Graduate Pharmacist	17345	RC/063/20	MS/23
Hearing and Speech Associate	18231	RC/063/18	MS/19
Human Resources Trainee	19694	RC/014/07	MS/04
Human Rights Investigator Trainee	19768	RC/062/12	MS/09
Human Services Grants Coordinator Trainee	19796	RC/062/12	MS/09
Industrial Services Consultant Trainee	21125	RC/062/11	MS/08
Industrial Services Hygienist Trainee	21133	RC/062/12	MS/09
Information Technology Trainee	21163	Pending RC/063 Negotiations	MS/12
Insurance Analyst Trainee	21566	RC/014/07	MS/04
Insurance Company Financial Examiner Trainee	21610	RC/062/13	MS/10
Insurance Performance Examiner Trainee	21680	None	MS/09
Internal Auditor Trainee	21726	RC/062/13	MS/09
Juvenile Justice Specialist Intern	21976	RC/006/11	MS/13
Land Reclamation Specialist Trainee	23137	None	MS/09
Liability Claims Adjuster Trainee	23375	None	MS/09
Life Sciences Career Trainee	23600	RC/062/12	MS/09
Liquor Control Inspector Trainee	23744	RC/029/12	MS/10
Liquor Control Investigator Trainee	23756	RC/062/14	MS/11
Lock and Dam Operator Trainee	24295	Pending RC/028 Negotiations	MS/04
Management Operations Analyst Trainee	25545	None	MS/12
Manpower Planner Trainee	25597	RC/062/12	MS/09
Meat and Poultry Inspector Trainee	26075	RC/029/09	MS/07
Medicaid Management Intern	26305	RC/062/16	MS/14
Mental Health Administrator Trainee	26817	RC/062/16	MS/14
Mental Health Specialist Trainee	26928	RC/062/11	MS/08
Mental Health Technician Trainee	27020	RC/009/13	MS/06
Methods and Procedures Career Associate Trainee	27137	RC/062/09	MS/06
Natural Resources Coordinator Trainee	28830	None	MS/09
Office Occupations Trainee	30075	None	MS/01
Polygraph Examiner Trainee	33005	None	MS/12
Portable Scales Operator Trainee	33022	Pending HR/001, RC/019, and RC/020 Negotiations	MS/14
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

Rehabilitation Counselor Trainee	38159	RC/062/15	MS/12
Rehabilitation/Mobility Instructor Trainee	38167	RC/063/15	MS/12
Research Fellow, Option B	38211	None	MS/19
Resident Physician	38270	None	MS/15
Residential Care Worker Trainee	38279	RC/009/11	MS/05
Retirement Benefits Representative Trainee	38316	RC/062/10	MS/07
Revenue Auditor Trainee (IL)	38375	RC/062/12	MS/09
Revenue Auditor Trainee (states other than IL and not assigned to RC/062/15)	38375	RC/062/13	MS/09
Revenue Auditor Trainee (states other than IL and not assigned to RC/062/13)	38375	RC/062/15	MS/09
Revenue Collection Officer Trainee	38405	RC/062/12	MS/09
Revenue Special Agent Trainee	38565	RC/062/14	MS/11
Revenue Tax Specialist Trainee	38575	RC/062/10	MS/07
Security Therapy Aide Trainee	39905	RC/009/15	MS/07
Seed Analyst Trainee	39953	None	MS/07
Social Service Aide Trainee	41285	RC/006/01 RC/009/02	MS/03
Social Services Career Trainee	41320	RC/062/12	MS/09
Social Worker Intern	41430	None	MS/15
Student Intern	43190	None	MS/01
Student Worker	43200	None	MS/01
Telecommunications Systems Technician Trainee	45314	None	MS/05
Telecommunicator Trainee	45325	RC/014/10	MS/07
Terrorism Research Specialist Trainee	45375	RC/062/14	MS/11
Weatherization Specialist Trainee	49105	RC/062/12	MS/09
Well Inspector Trainee	49425	None	MS/09

**APPENDIX D**

The following are minimum monthly base salary and maximum monthly base salary associated with the salary range label:

**Effective July 1, 2024**

<b>Pay Grade</b>	<b>Minimum Monthly Base Salary (\$)</b>	<b>Maximum Monthly Base Salary (\$)</b>
MS/01	2600	3844
MS/02	3322	4161
MS/03	3558	4539
MS/04	3750	4862
MS/05	3862	5085
MS/06	3971	5243
MS/07	4096	5464
MS/08	4246	5701
MS/09	4412	5991
MS/10	4575	6432
MS/11	4766	6861
MS/12	4952	6952
MS/13	5067	7284
MS/14	5179	7341
MS/15	5301	7490
MS/16	5423	7721
MS/17	5532	7736
MS/18	5642	8065
MS/19	5703	8170
MS/20	5853	8587
MS/21	<del>3475</del> <b>6005</b>	<del>8086</del> <b>8678</b>
MS/22	6172	9010
MS/23	6339	9178
MS/24	6514	9314
MS/25	6688	9745
MS/26	6876	10220
MS/27	7066	10326
MS/28	7279	10770
MS/29	7491	11015
MS/30	7729	12583
MS/31	7966	13328
MS/32	8486	14186
MS/33	9045	15097
MS/34	9950	16161
MS/35	5188	16172
MS/36	12212	18470

MS/37	12907	19860
MS/38	14070	20332
MS/39	5840	19493
MS/60	14927	22122
MS/61	15706	23424
MS/62	16640	24018
MS/63	17575	25841
MS/64	18098	26063
MS/65	18622	27357
MS/66	19181	27664
MS/67	19756	27978

**Appendix E**

**Effective July 1, 2024**

The broad-banded (BBR- or BB-) titles and salary range assignments are:

<b>Title</b>	<b>Title Code</b>	<b>Pay Grade</b>	<b>Minimum Monthly Base Salary (\$)</b>	<b>Maximum Monthly Base Salary (\$)</b>
CMS Human Resources Advanced Specialist	08280	BB/30	7066	10770
Health Information Administrator	18041	BB/20	6339	9178
Human Resources Representative	19692	BB/10	5423	7721
Human Resources Specialist	19693	BB/20	6339	9178
Liquor Control Supervisor	23755	BB/40	7966	12282
Public Service Administrator	37015	BB/40	7966	14244
Residential Services Supervisor	38280	BB/10	5423	7721
Senior Public Service Administrator, Option 3	40070	BB/60	8825	18478
Senior Public Service Administrator, other than Option 3	40070	BB/50	8825	15255

**Appendix F**

<b>PAY PLAN CODE</b>	<b>PAY PLAN CODE - DESCRIPTION</b>
4	MERIT COMPENSATION (4)
5	BROAD-BANDED / MERIT COMPENSATION (5)
A	PREVAILING RATE - REGULAR RATES (A)
B	NEGOTIATED - REGULAR FORMULA RATES (B)
C	PART-TIME / DAILY OR HOURLY RATES (C)
E	EDUCATOR - RC063 - 12 MONTHS - REGULAR FORMULA RATES (E)
H	LEGISLATIVE RATES (H)
I	DESIGNATED RATES (I)
J	NEGOTIATED - OUT OF STATE (NOT CA, NJ, IL) RATES (J)
K	FOREIGN SERVICE RATES OR OUT OF STATE - MERIT COMPENSATION (K)
L	EDUCATOR - RC063 - 12 MONTHS - ALTERNATIVE FORMULA RATES (L)
M	EDUCATOR - RC063 - 9 MONTHS -DHS- IL SCHOOL FOR THE VISUALLY IMPAIRED (ISVI) - REGULAR FORMULA RATES (M)
N	EDUCATOR - HR010 - 9 MONTHS - DHS - IL SCHOOL FOR THE DEAF (ISD) - REGULAR FORMULA RATES (N)
O	EDUCATOR - RC063 - 9 MONTHS - DHS - IL CENTER FOR REHAB & EDUCATION (ICRE) -REGULAR FORMULA RATES(O)
P	EDUCATOR - RC063 - 12 MONTHS - MAXIMUM SECURITY RATES (P)
Q	NEGOTIATED - ALTERNATIVE FORMULA RATES (Q)
S	NEGOTIATED - MAXIMUM SECURITY RATES (S)
T	PREVAILING RATE - ALTERNATIVE FORMULA RATES OR MAXIMUM-SECURITY RATES (T)
U	NEGOTIATED - OUT OF STATE (CA & NJ) RATES (U)
V	EDUCATOR - RC063 - 9 MONTHS - JUVENILE JUSTICE - REGULAR FORMULA RATES (V)
W	EDUCATOR - RC063 - 9 MONTHS - JUVENILE JUSTICE - ALTERNATIVE FORMULA RATES (W)
X	EDUCATOR - RC063 - 9 MONTHS - JUVENILE JUSTICE - MAXIMUM SECURITY RATES (X)

## **Appendix G**

### **(Current Alpha Index)**

The Alphabetic Index of Job Titles is a comprehensive, searchable, presentation of all State of Illinois Job Titles, Title Codes, EEOC Categories and corresponding Salary Plans.

The Alphabetic Index can be accesses at the following link: [ALPHABETIC INDEX](#) .

## Appendix H

### (Bargaining Unit Pay Tables)

Bargaining Unit pay tables for the current contract can be accessed by the following links:

- AFSCME CU-500 (Insert Link Here)
- AFSCME RC-006 (Insert Link Here)
- AFSCME RC-009 (Insert Link Here)
- AFSCME RC-010 (Insert Link Here)
- AFSCME RC-014 (Insert Link Here)
- AFSCME RC-028 (Insert Link Here)
- AFSCME RC-042 (Insert Link Here)
- AFSCME RC-062 (Insert Link Here)
- AFSCME RC-063 (9 Mos Educator) (Insert Link Here)
- AFSCME RC-063 (12 Mos Educator) (Insert Link Here)
- AFSCME RC-063 (Insert Link Here)
- FOP RC-061 (Insert Link Here)
- FOP RC-104 (Insert Link Here)
- IFPE RC-029 (Insert Link Here)
- IFPE RC-045 (Insert Link Here)
- IFPE RC-056 (Insert Link Here)
- IFT HR-010 (Insert Link Here)
- INA RC-023 (Insert Link Here)
- INA RC-036 (Insert Link Here)
- ISEA Laborers VR-704 (Insert Link Here)
- ISEA Laborers VR-706 (Insert Link Here)
- Teamsters Downstate RC-019 (Insert Link Here)
- Teamsters Fox Valley RC-020 (Insert Link Here)
- Teamsters Local 700 (Cook) RC-001 (Insert Link Here)
- Teamsters Protech NR-916 (Insert Link Here)