

# CMS

ILLINOIS  
DEPARTMENT OF CENTRAL  
MANAGEMENT SERVICES

# PAY PLAN

**EFFECTIVE FOR FISCAL YEAR 2024**  
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SUBTITLE B: PERSONNEL RULES, PAY PLANS, AND  
POSITION CLASSIFICATIONS  
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**AUTHORITY:** Authorized by Sections 8, 8a, 8c, 8e, 9(7) and 9(14) of the Personnel Code [20 ILCS 415/8, 20 ILCS 415/8a, 20 ILCS 415/8c, 20 ILCS 415/8e, 20 ILCS 415/9(7) and 20 ILCS 415/9(14)], subsection (d) of Section 1-5 of the Illinois Administrative Procedure Act [5 ILCS 100/1-5(d)] and by Sections 4, 6, 15 and 21 of the Illinois Public Labor Relations Act [5 ILCS 315/4, 5 ILCS 315/6, 5 ILCS 315/15 and 5 ILCS 315/21].

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

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emergency amendment at 8 Ill. Reg. 15007, effective August 6, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 15367, effective August 13, 1984; emergency amendment at 8 Ill. Reg. 21310, effective October 10, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 21544, effective October 24, 1984; amended at 8 Ill. Reg. 22844, effective November 14, 1984; emergency amendment at 9 Ill. Reg. 1134, effective January 16, 1985, for a maximum of 150 days; amended at 9 Ill. Reg. 1320, effective January 23, 1985; amended at 9 Ill. Reg. 3681, effective March 12, 1985; emergency amendment at 9 Ill. Reg. 4163, effective March 15, 1985, for a maximum of 150 days; emergency amendment at 9 Ill. Reg. 9231, effective May 31, 1985, for a maximum of 150 days; amended at 9 Ill. Reg. 9420, effective June 7, 1985; amended at 9 Ill. Reg. 10663, effective July 1, 1985; emergency amendment at 9 Ill. Reg. 15043, effective September 24, 1985, for a maximum of 150 days; amended at 10 Ill. Reg. 3230, effective January 24, 1986; peremptory amendment at 10 Ill. Reg. 3325, effective January 22, 1986; emergency amendment at 10 Ill. Reg. 8904, effective May 13, 1986, for a maximum of 150 days; peremptory amendment at 10 Ill. Reg. 8928, effective May 13, 1986; emergency amendment at 10 Ill. Reg. 12090, effective June 30, 1986, for a maximum of 150 days; peremptory amendment at 10 Ill. Reg. 13675, effective July 31, 1986; peremptory amendment at 10 Ill. Reg. 14867, effective August 26, 1986; amended at 10 Ill. Reg. 15567, effective September 17, 1986; emergency amendment at 10 Ill. Reg. 17765, effective September 30, 1986, for a maximum of 150 days; peremptory amendment at 10 Ill. Reg. 19132, effective October 28, 1986; peremptory amendment at 10 Ill. Reg. 21097, effective December 9, 1986; amended at 11 Ill. Reg. 648, effective December 22, 1986; peremptory amendment at 11 Ill. Reg. 3363, effective February 3, 1987; peremptory amendment at 11 Ill. Reg. 4388, effective February 27, 1987; peremptory amendment at 11 Ill. Reg. 6291, effective March 23, 1987; amended at 11 Ill. Reg. 5901, effective March 24, 1987; emergency amendment at 11 Ill. Reg. 8787, effective April 15, 1987, for a maximum of 150 days; emergency amendment at 11 Ill. Reg. 11830, effective July 1, 1987, for a maximum of 150 days; peremptory amendment at 11 Ill. Reg. 13675, effective July 29, 1987; amended at 11 Ill. Reg. 14984, effective August 27, 1987; peremptory amendment at 11 Ill. Reg. 15273, effective September 1, 1987; peremptory amendment at 11 Ill. Reg. 17919, effective October 19, 1987; peremptory amendment at 11 Ill. Reg. 19812, effective November 19, 1987; emergency amendment at 11 Ill. Reg. 20664, effective December 4, 1987, for a maximum of 150 days; amended at 11 Ill. Reg. 20778, effective December 11, 1987; peremptory amendment at 12 Ill. Reg. 3811, effective January 27, 1988; peremptory amendment at 12 Ill. Reg. 5459, effective March 3, 1988; amended at 12 Ill. Reg. 6073, effective March 21, 1988; emergency amendment at 12 Ill. Reg. 7734, effective April 15, 1988, for a maximum of 150 days; peremptory amendment at 12 Ill. Reg. 7783, effective April 14, 1988; peremptory amendment at 12 Ill. Reg. 8135, effective April 22, 1988; peremptory amendment at 12 Ill. Reg. 9745, effective May 23, 1988; emergency amendment at 12 Ill. Reg. 11778, effective July 1, 1988, for a maximum of 150 days; emergency amendment at 12 Ill. Reg. 12895, effective July 18, 1988, for a maximum of 150 days; peremptory amendment at 12 Ill. Reg. 13306, effective July 27, 1988; corrected at 12 Ill. Reg. 13359; amended at 12 Ill. Reg. 14630, effective September 6, 1988; amended at 12 Ill. Reg. 20449, effective November 28, 1988; peremptory amendment at 12 Ill. Reg. 20584, effective November 28, 1988; peremptory amendment at 13

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Ill. Reg. 8080, effective May 10, 1989; amended at 13 Ill. Reg. 8849, effective May 30, 1989; preemptory amendment at 13 Ill. Reg. 8970, effective May 26, 1989; emergency amendment at 13 Ill. Reg. 10967, effective June 20, 1989, for a maximum of 150 days; emergency amendment expired November 17, 1989; amended at 13 Ill. Reg. 11451, effective June 28, 1989; emergency amendment at 13 Ill. Reg. 11854, effective July 1, 1989, for a maximum of 150 days; corrected at 13 Ill. Reg. 12647; preemptory amendment at 13 Ill. Reg. 12887, effective July 24, 1989; amended at 13 Ill. Reg. 16950, effective October 20, 1989; amended at 13 Ill. Reg. 19221, effective December 12, 1989; amended at 14 Ill. Reg. 615, effective January 2, 1990; preemptory amendment at 14 Ill. Reg. 1627, effective January 11, 1990; amended at 14 Ill. Reg. 4455, effective March 12, 1990; preemptory amendment at 14 Ill. Reg. 7652, effective May 7, 1990; amended at 14 Ill. Reg. 10002, effective June 11, 1990; emergency amendment at 14 Ill. Reg. 11330, effective June 29, 1990, for a maximum of 150 days; amended at 14 Ill. Reg. 14361, effective August 24, 1990; emergency amendment at 14 Ill. Reg. 15570, effective September 11, 1990, for a maximum of 150 days; emergency amendment expired February 8, 1991; corrected at 14 Ill. Reg. 16092; preemptory amendment at 14 Ill. Reg. 17098, effective September 26, 1990; amended at 14 Ill. Reg. 17189, effective October 2, 1990; amended at 14 Ill. Reg. 17189, effective October 19, 1990; amended at 14 Ill. Reg. 18719, effective November 13, 1990; preemptory amendment at 14 Ill. Reg. 18854, effective November 13, 1990; preemptory amendment at 15 Ill. Reg. 663, effective January 7, 1991; amended at 15 Ill. Reg. 3296, effective February 14, 1991; amended at 15 Ill. Reg. 4401, effective March 11, 1991; preemptory amendment at 15 Ill. Reg. 5100, effective March 20, 1991; preemptory amendment at 15 Ill. Reg. 5465, effective April 2, 1991; emergency amendment at 15 Ill. Reg. 10485, effective July 1, 1991, for a maximum of 150 days; amended at 15 Ill. Reg. 11080, effective July 19, 1991; amended at 15 Ill. Reg. 13080, effective August 21, 1991; amended at 15 Ill. Reg. 14210, effective September 23, 1991; emergency amendment at 16 Ill. Reg. 711, effective December 26, 1991, for a maximum of 150 days; amended at 16 Ill. Reg. 3450, effective February 20, 1992; preemptory amendment at 16 Ill. Reg. 5068, effective March 11, 1992; preemptory amendment at 16 Ill. Reg. 7056, effective April 20, 1992; emergency amendment at 16 Ill. Reg. 8239, effective May 19, 1992, for a maximum of 150 days; amended at 16 Ill. Reg. 8382, effective May 26, 1992; emergency amendment at 16 Ill. Reg. 13950, effective August 19, 1992, for a maximum of 150 days; emergency amendment at 16 Ill. Reg. 14452, effective September 4, 1992, for a maximum of 150 days; amended at 17 Ill. Reg. 238, effective December 23, 1992; preemptory amendment at 17 Ill. Reg. 498, effective December 18, 1992; amended at 17 Ill. Reg. 590, effective January 4, 1993; amended at 17 Ill. Reg. 1819, effective February 2, 1993; amended at 17 Ill. Reg. 6441, effective April 8, 1993; emergency amendment at 17 Ill. Reg. 12900, effective July 22, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 13409, effective July 29, 1993; emergency amendment at 17 Ill. Reg. 13789, effective August 9, 1993, for a maximum of 150 days; emergency amendment at 17 Ill. Reg. 14666, effective August 26, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 19103, effective October 25, 1993; emergency amendment at 17 Ill. Reg. 21858, effective December 1, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 22514, effective December 15, 1993; amended at 18 Ill. Reg. 227, effective December 17, 1993; amended at 18 Ill. Reg. 1107, effective January 18, 1994; amended

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at 18 Ill. Reg. 5146, effective March 21, 1994; preemptory amendment at 18 Ill. Reg. 9562, effective June 13, 1994; emergency amendment at 18 Ill. Reg. 11299, effective July 1, 1994, for a maximum of 150 days; preemptory amendment at 18 Ill. Reg. 13476, effective August 17, 1994; emergency amendment at 18 Ill. Reg. 14417, effective September 9, 1994, for a maximum of 150 days; amended at 18 Ill. Reg. 16545, effective October 31, 1994; preemptory amendment at 18 Ill. Reg. 16708, effective October 28, 1994; amended at 18 Ill. Reg. 17191, effective November 21, 1994; amended at 19 Ill. Reg. 1024, effective January 24, 1995; preemptory amendment at 19 Ill. Reg. 2481, effective February 17, 1995; preemptory amendment at 19 Ill. Reg. 3073, effective February 17, 1995; amended at 19 Ill. Reg. 3456, effective March 7, 1995; preemptory amendment at 19 Ill. Reg. 5145, effective March 14, 1995; amended at 19 Ill. Reg. 6452, effective May 2, 1995; preemptory amendment at 19 Ill. Reg. 6688, effective May 1, 1995; amended at 19 Ill. Reg. 7841, effective June 1, 1995; amended at 19 Ill. Reg. 8156, effective June 12, 1995; amended at 19 Ill. Reg. 9096, effective June 27, 1995; emergency amendment at 19 Ill. Reg. 11954, effective August 1, 1995, for a maximum of 150 days; preemptory amendment at 19 Ill. Reg. 13979, effective September 19, 1995; preemptory amendment at 19 Ill. Reg. 15103, effective October 12, 1995; amended at 19 Ill. Reg. 16160, effective November 28, 1995; amended at 20 Ill. Reg. 308, effective December 22, 1995; emergency amendment at 20 Ill. Reg. 4060, effective February 27, 1996, for a maximum of 150 days; preemptory amendment at 20 Ill. Reg. 6334, effective April 22, 1996; preemptory amendment at 20 Ill. Reg. 7434, effective May 14, 1996; amended at 20 Ill. Reg. 8301, effective June 11, 1996; amended at 20 Ill. Reg. 8657, effective June 20, 1996; amended at 20 Ill. Reg. 9006, effective June 26, 1996; amended at 20 Ill. Reg. 9925, effective July 10, 1996; emergency amendment at 20 Ill. Reg. 10213, effective July 15, 1996, for a maximum of 150 days; amended at 20 Ill. Reg. 10841, effective August 5, 1996; preemptory amendment at 20 Ill. Reg. 13408, effective September 24, 1996; amended at 20 Ill. Reg. 15018, effective November 7, 1996; preemptory amendment at 20 Ill. Reg. 15092, effective November 7, 1996; emergency amendment at 21 Ill. Reg. 1023, effective January 6, 1997, for a maximum of 150 days; amended at 21 Ill. Reg. 1629, effective January 22, 1997; amended at 21 Ill. Reg. 5144, effective April 15, 1997; amended at 21 Ill. Reg. 6444, effective May 15, 1997; amended at 21 Ill. Reg. 7118, effective June 3, 1997; emergency amendment at 21 Ill. Reg. 10061, effective July 21, 1997, for a maximum of 150 days; emergency amendment at 21 Ill. Reg. 12859, effective September 8, 1997, for a maximum of 150 days; preemptory amendment at 21 Ill. Reg. 14267, effective October 14, 1997; preemptory amendment at 21 Ill. Reg. 14589, effective October 15, 1997; preemptory amendment at 21 Ill. Reg. 15030, effective November 10, 1997; amended at 21 Ill. Reg. 16344, effective December 9, 1997; preemptory amendment at 21 Ill. Reg. 16465, effective December 4, 1997; preemptory amendment at 21 Ill. Reg. 17167, effective December 9, 1997; preemptory amendment at 22 Ill. Reg. 1593, effective December 22, 1997; amended at 22 Ill. Reg. 2580, effective January 14, 1998; preemptory amendment at 22 Ill. Reg. 4326, effective February 13, 1998; preemptory amendment at 22 Ill. Reg. 5108, effective February 26, 1998; preemptory amendment at 22 Ill. Reg. 5749, effective March 3, 1998; amended at 22 Ill. Reg. 6204, effective March 12, 1998; preemptory amendment at 22 Ill. Reg. 7053, effective April 1, 1998; preemptory amendment at 22 Ill. Reg. 7320, effective April 10, 1998; preemptory amendment at 22 Ill. Reg. 7692, effective

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April 20, 1998; emergency amendment at 22 Ill. Reg. 12607, effective July 2, 1998, for a maximum of 150 days; preemptory amendment at 22 Ill. Reg. 15489, effective August 7, 1998; amended at 22 Ill. Reg. 16158, effective August 31, 1998; preemptory amendment at 22 Ill. Reg. 19105, effective September 30, 1998; preemptory amendment at 22 Ill. Reg. 19943, effective October 27, 1998; preemptory amendment at 22 Ill. Reg. 20406, effective November 5, 1998; amended at 22 Ill. Reg. 20581, effective November 16, 1998; amended at 23 Ill. Reg. 664, effective January 1, 1999; preemptory amendment at 23 Ill. Reg. 730, effective December 29, 1998; emergency amendment at 23 Ill. Reg. 6533, effective May 10, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 7065, effective June 3, 1999; emergency amendment at 23 Ill. Reg. 8169, effective July 1, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 11020, effective August 26, 1999; amended at 23 Ill. Reg. 12429, effective September 21, 1999; preemptory amendment at 23 Ill. Reg. 12493, effective September 23, 1999; amended at 23 Ill. Reg. 12604, effective September 24, 1999; amended at 23 Ill. Reg. 13053, effective September 27, 1999; preemptory amendment at 23 Ill. Reg. 13132, effective October 1, 1999; amended at 23 Ill. Reg. 13570, effective October 26, 1999; amended at 23 Ill. Reg. 14020, effective November 15, 1999; amended at 24 Ill. Reg. 1025, effective January 7, 2000; preemptory amendment at 24 Ill. Reg. 3399, effective February 3, 2000; amended at 24 Ill. Reg. 3537, effective February 18, 2000; amended at 24 Ill. Reg. 6874, effective April 21, 2000; amended at 24 Ill. Reg. 7956, effective May 23, 2000; emergency amendment at 24 Ill. Reg. 10328, effective July 1, 2000, for a maximum of 150 days; emergency expired November 27, 2000; preemptory amendment at 24 Ill. Reg. 10767, effective July 3, 2000; amended at 24 Ill. Reg. 13384, effective August 17, 2000; preemptory amendment at 24 Ill. Reg. 14460, effective September 14, 2000; preemptory amendment at 24 Ill. Reg. 16700, effective October 30, 2000; preemptory amendment at 24 Ill. Reg. 17600, effective November 16, 2000; amended at 24 Ill. Reg. 18058, effective December 4, 2000; preemptory amendment at 24 Ill. Reg. 18444, effective December 1, 2000; amended at 25 Ill. Reg. 811, effective January 4, 2001; amended at 25 Ill. Reg. 2389, effective January 22, 2001; amended at 25 Ill. Reg. 4552, effective March 14, 2001; preemptory amendment at 25 Ill. Reg. 5067, effective March 21, 2001; amended at 25 Ill. Reg. 5618, effective April 4, 2001; amended at 25 Ill. Reg. 6655, effective May 11, 2001; amended at 25 Ill. Reg. 7151, effective May 25, 2001; preemptory amendment at 25 Ill. Reg. 8009, effective June 14, 2001; emergency amendment at 25 Ill. Reg. 9336, effective July 3, 2001, for a maximum of 150 days; amended at 25 Ill. Reg. 9846, effective July 23, 2001; amended at 25 Ill. Reg. 12087, effective September 6, 2001; amended at 25 Ill. Reg. 15560, effective November 20, 2001; preemptory amendment at 25 Ill. Reg. 15671, effective November 15, 2001; amended at 25 Ill. Reg. 15974, effective November 28, 2001; emergency amendment at 26 Ill. Reg. 223, effective December 21, 2001, for a maximum of 150 days; amended at 26 Ill. Reg. 1143, effective January 17, 2002; amended at 26 Ill. Reg. 4127, effective March 5, 2002; preemptory amendment at 26 Ill. Reg. 4963, effective March 15, 2002; amended at 26 Ill. Reg. 6235, effective April 16, 2002; emergency amendment at 26 Ill. Reg. 7314, effective April 29, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 10425, effective July 1, 2002; emergency amendment at 26 Ill. Reg. 10952, effective July 1, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 13934, effective September 10, 2002; amended at 26 Ill. Reg. 14965, effective October 7, 2002;

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emergency amendment at 26 Ill. Reg. 16583, effective October 24, 2002, for a maximum of 150 days; emergency expired March 22, 2003; preemptory amendment at 26 Ill. Reg. 17280, effective November 18, 2002; amended at 26 Ill. Reg. 17374, effective November 25, 2002; amended at 26 Ill. Reg. 17987, effective December 9, 2002; amended at 27 Ill. Reg. 3261, effective February 11, 2003; expedited correction at 28 Ill. Reg. 6151, effective February 11, 2003; amended at 27 Ill. Reg. 8855, effective May 15, 2003; amended at 27 Ill. Reg. 9114, effective May 27, 2003; emergency amendment at 27 Ill. Reg. 10442, effective July 1, 2003, for a maximum of 150 days; emergency expired November 27, 2003; preemptory amendment at 27 Ill. Reg. 17433, effective November 7, 2003; amended at 27 Ill. Reg. 18560, effective December 1, 2003; preemptory amendment at 28 Ill. Reg. 1441, effective January 9, 2004; amended at 28 Ill. Reg. 2684, effective January 22, 2004; amended at 28 Ill. Reg. 6879, effective April 30, 2004; preemptory amendment at 28 Ill. Reg. 7323, effective May 10, 2004; amended at 28 Ill. Reg. 8842, effective June 11, 2004; preemptory amendment at 28 Ill. Reg. 9717, effective June 28, 2004; amended at 28 Ill. Reg. 12585, effective August 27, 2004; preemptory amendment at 28 Ill. Reg. 13011, effective September 8, 2004; preemptory amendment at 28 Ill. Reg. 13247, effective September 20, 2004; preemptory amendment at 28 Ill. Reg. 13656, effective September 27, 2004; emergency amendment at 28 Ill. Reg. 14174, effective October 15, 2004, for a maximum of 150 days; emergency expired March 13, 2005; preemptory amendment at 28 Ill. Reg. 14689, effective October 22, 2004; preemptory amendment at 28 Ill. Reg. 15336, effective November 15, 2004; preemptory amendment at 28 Ill. Reg. 16513, effective December 9, 2004; preemptory amendment at 29 Ill. Reg. 726, effective December 15, 2004; amended at 29 Ill. Reg. 1166, effective January 7, 2005; preemptory amendment at 29 Ill. Reg. 1385, effective January 4, 2005; preemptory amendment at 29 Ill. Reg. 1559, effective January 11, 2005; preemptory amendment at 29 Ill. Reg. 2050, effective January 19, 2005; preemptory amendment at 29 Ill. Reg. 4125, effective February 23, 2005; amended at 29 Ill. Reg. 5375, effective April 4, 2005; preemptory amendment at 29 Ill. Reg. 6105, effective April 14, 2005; preemptory amendment at 29 Ill. Reg. 7217, effective May 6, 2005; preemptory amendment at 29 Ill. Reg. 7840, effective May 10, 2005; amended at 29 Ill. Reg. 8110, effective May 23, 2005; preemptory amendment at 29 Ill. Reg. 8214, effective May 23, 2005; preemptory amendment at 29 Ill. Reg. 8418, effective June 1, 2005; amended at 29 Ill. Reg. 9319, effective July 1, 2005; preemptory amendment at 29 Ill. Reg. 12076, effective July 15, 2005; preemptory amendment at 29 Ill. Reg. 13265, effective August 11, 2005; amended at 29 Ill. Reg. 13540, effective August 22, 2005; preemptory amendment at 29 Ill. Reg. 14098, effective September 2, 2005; amended at 29 Ill. Reg. 14166, effective September 9, 2005; amended at 29 Ill. Reg. 19551, effective November 21, 2005; emergency amendment at 29 Ill. Reg. 20554, effective December 2, 2005, for a maximum of 150 days; preemptory amendment at 29 Ill. Reg. 20693, effective December 12, 2005; preemptory amendment at 30 Ill. Reg. 623, effective December 28, 2005; preemptory amendment at 30 Ill. Reg. 1382, effective January 13, 2006; amended at 30 Ill. Reg. 2289, effective February 6, 2006; preemptory amendment at 30 Ill. Reg. 4157, effective February 22, 2006; preemptory amendment at 30 Ill. Reg. 5687, effective March 7, 2006; preemptory amendment at 30 Ill. Reg. 6409, effective March 30, 2006; amended at 30 Ill. Reg. 7857, effective April 17, 2006; amended at 30 Ill. Reg. 9438, effective May 15, 2006; preemptory amendment at 30 Ill. Reg. 10153,

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effective May 18, 2006; preemptory amendment at 30 Ill. Reg. 10508, effective June 1, 2006; amended at 30 Ill. Reg. 11336, effective July 1, 2006; emergency amendment at 30 Ill. Reg. 12340, effective July 1, 2006, for a maximum of 150 days; preemptory amendment at 30 Ill. Reg. 12418, effective July 1, 2006; amended at 30 Ill. Reg. 12761, effective July 17, 2006; preemptory amendment at 30 Ill. Reg. 13547, effective August 1, 2006; preemptory amendment at 30 Ill. Reg. 15059, effective September 5, 2006; preemptory amendment at 30 Ill. Reg. 16439, effective September 27, 2006; emergency amendment at 30 Ill. Reg. 16626, effective October 3, 2006, for a maximum of 150 days; preemptory amendment at 30 Ill. Reg. 17603, effective October 20, 2006; amended at 30 Ill. Reg. 18610, effective November 20, 2006; preemptory amendment at 30 Ill. Reg. 18823, effective November 21, 2006; preemptory amendment at 31 Ill. Reg. 230, effective December 20, 2006; emergency amendment at 31 Ill. Reg. 1483, effective January 1, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 2485, effective January 17, 2007; preemptory amendment at 31 Ill. Reg. 4445, effective February 28, 2007; amended at 31 Ill. Reg. 4982, effective March 15, 2007; preemptory amendment at 31 Ill. Reg. 7338, effective May 3, 2007; amended at 31 Ill. Reg. 8901, effective July 1, 2007; emergency amendment at 31 Ill. Reg. 10056, effective July 1, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 10496, effective July 6, 2007; preemptory amendment at 31 Ill. Reg. 12335, effective August 9, 2007; emergency amendment at 31 Ill. Reg. 12608, effective August 16, 2007, for a maximum of 150 days; emergency amendment at 31 Ill. Reg. 13220, effective August 30, 2007, for a maximum of 150 days; preemptory amendment at 31 Ill. Reg. 13357, effective August 29, 2007; amended at 31 Ill. Reg. 13981, effective September 21, 2007; preemptory amendment at 31 Ill. Reg. 14331, effective October 1, 2007; amended at 31 Ill. Reg. 16094, effective November 20, 2007; amended at 31 Ill. Reg. 16792, effective December 13, 2007; preemptory amendment at 32 Ill. Reg. 598, effective December 27, 2007; amended at 32 Ill. Reg. 1082, effective January 11, 2008; preemptory amendment at 32 Ill. Reg. 3095, effective February 13, 2008; preemptory amendment at 32 Ill. Reg. 6097, effective March 25, 2008; preemptory amendment at 32 Ill. Reg. 7154, effective April 17, 2008; expedited correction at 32 Ill. Reg. 9747, effective April 17, 2008; preemptory amendment at 32 Ill. Reg. 9360, effective June 13, 2008; amended at 32 Ill. Reg. 9881, effective July 1, 2008; preemptory amendment at 32 Ill. Reg. 12065, effective July 9, 2008; preemptory amendment at 32 Ill. Reg. 13861, effective August 8, 2008; preemptory amendment at 32 Ill. Reg. 16591, effective September 24, 2008; preemptory amendment at 32 Ill. Reg. 16872, effective October 3, 2008; preemptory amendment at 32 Ill. Reg. 18324, effective November 14, 2008; preemptory amendment at 33 Ill. Reg. 98, effective December 19, 2008; amended at 33 Ill. Reg. 2148, effective January 26, 2009; preemptory amendment at 33 Ill. Reg. 3530, effective February 6, 2009; preemptory amendment at 33 Ill. Reg. 4202, effective February 26, 2009; preemptory amendment at 33 Ill. Reg. 5501, effective March 25, 2009; preemptory amendment at 33 Ill. Reg. 6354, effective April 15, 2009; preemptory amendment at 33 Ill. Reg. 6724, effective May 1, 2009; preemptory amendment at 33 Ill. Reg. 9138, effective June 12, 2009; emergency amendment at 33 Ill. Reg. 9432, effective July 1, 2009, for a maximum of 150 days; amended at 33 Ill. Reg. 10211, effective July 1, 2009; preemptory amendment at 33 Ill. Reg. 10823, effective July 2, 2009; preemptory amendment at 33 Ill. Reg. 11082, effective July 10, 2009; preemptory

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amendment at 33 Ill. Reg. 11698, effective July 23, 2009; preemptory amendment at 33 Ill. Reg. 11895, effective July 31, 2009; preemptory amendment at 33 Ill. Reg. 12872, effective September 3, 2009; amended at 33 Ill. Reg. 14944, effective October 26, 2009; preemptory amendment at 33 Ill. Reg. 16598, effective November 13, 2009; preemptory amendment at 34 Ill. Reg. 305, effective December 18, 2009; emergency amendment at 34 Ill. Reg. 957, effective January 1, 2010, for a maximum of 150 days; preemptory amendment at 34 Ill. Reg. 1425, effective January 5, 2010; preemptory amendment at 34 Ill. Reg. 3684, effective March 5, 2010; preemptory amendment at 34 Ill. Reg. 5776, effective April 2, 2010; preemptory amendment at 34 Ill. Reg. 6214, effective April 16, 2010; amended at 34 Ill. Reg. 6583, effective April 30, 2010; preemptory amendment at 34 Ill. Reg. 7528, effective May 14, 2010; amended at 34 Ill. Reg. 7645, effective May 24, 2010; preemptory amendment at 34 Ill. Reg. 7947, effective May 26, 2010; preemptory amendment at 34 Ill. Reg. 8633, effective June 18, 2010; amended at 34 Ill. Reg. 9759, effective July 1, 2010; preemptory amendment at 34 Ill. Reg. 10536, effective July 9, 2010; preemptory amendment at 34 Ill. Reg. 11864, effective July 30, 2010; emergency amendment at 34 Ill. Reg. 12240, effective August 9, 2010, for a maximum of 150 days; preemptory amendment at 34 Ill. Reg. 13204, effective August 26, 2010; preemptory amendment at 34 Ill. Reg. 13657, effective September 8, 2010; preemptory amendment at 34 Ill. Reg. 15897, effective September 30, 2010; preemptory amendment at 34 Ill. Reg. 18912, effective November 15, 2010; preemptory amendment at 34 Ill. Reg. 19582, effective December 3, 2010; amended at 35 Ill. Reg. 765, effective December 30, 2010; emergency amendment at 35 Ill. Reg. 1092, effective January 1, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 2465, effective January 19, 2011; preemptory amendment at 35 Ill. Reg. 3577, effective February 10, 2011; emergency amendment at 35 Ill. Reg. 4412, effective February 23, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 4803, effective March 11, 2011; emergency amendment at 35 Ill. Reg. 5633, effective March 15, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 5677, effective March 18, 2011; amended at 35 Ill. Reg. 8419, effective May 23, 2011; amended at 35 Ill. Reg. 11245, effective June 28, 2011; emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days; emergency expired November 27, 2011; preemptory amendment at 35 Ill. Reg. 12119, effective June 29, 2011; preemptory amendment at 35 Ill. Reg. 13966, effective July 29, 2011; preemptory amendment at 35 Ill. Reg. 15178, effective August 29, 2011; emergency amendment at 35 Ill. Reg. 15605, effective September 16, 2011, for a maximum of 150 days; preemptory amendment at 35 Ill. Reg. 15640, effective September 15, 2011; preemptory amendment at 35 Ill. Reg. 19707, effective November 23, 2011; amended at 35 Ill. Reg. 20144, effective December 6, 2011; amended at 36 Ill. Reg. 153, effective December 22, 2011; preemptory amendment at 36 Ill. Reg. 564, effective December 29, 2011; preemptory amendment at 36 Ill. Reg. 3957, effective February 24, 2012; preemptory amendment at 36 Ill. Reg. 4158, effective March 5, 2012; preemptory amendment at 36 Ill. Reg. 4437, effective March 9, 2012; amended at 36 Ill. Reg. 4707, effective March 19, 2012; amended at 36 Ill. Reg. 8460, effective May 24, 2012; preemptory amendment at 36 Ill. Reg. 10518, effective June 27, 2012; emergency amendment at 36 Ill. Reg. 11222, effective July 1, 2012, for a maximum of 150 days; preemptory amendment at 36 Ill. Reg. 13680, effective August 15, 2012; preemptory amendment at 36 Ill. Reg. 13973,

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effective August 22, 2012; preemptory amendment at 36 Ill. Reg. 15498, effective October 16, 2012; amended at 36 Ill. Reg. 16213, effective November 1, 2012; preemptory amendment at 36 Ill. Reg. 17138, effective November 20, 2012; preemptory amendment at 37 Ill. Reg. 3408, effective March 7, 2013; amended at 37 Ill. Reg. 4750, effective April 1, 2013; preemptory amendment at 37 Ill. Reg. 5925, effective April 18, 2013; preemptory amendment at 37 Ill. Reg. 9563, effective June 19, 2013; amended at 37 Ill. Reg. 9939, effective July 1, 2013; emergency amendment at 37 Ill. Reg. ~~11395~~, effective July 1, 2013, for a maximum of 150 days; preemptory amendment at 37 Ill. Reg. 11524, effective July 3, 2013; preemptory amendment at 37 Ill. Reg. 12588, effective July 19, 2013; preemptory amendment at 37 Ill. Reg. 13762, effective August 8, 2013; preemptory amendment at 37 Ill. Reg. 14219, effective August 23, 2013; amended at 37 Ill. Reg. 16925, effective October 8, 2013; preemptory amendment at 37 Ill. Reg. 17164, effective October 18, 2013; preemptory amendment at 37 Ill. Reg. 20410, effective December 6, 2013; preemptory amendment at 38 Ill. Reg. 2974, effective January 9, 2014; amended at 38 Ill. Reg. 5250, effective February 4, 2014; preemptory amendment at 38 Ill. Reg. 6725, effective March 6, 2014; emergency amendment at 38 Ill. Reg. ~~9080~~, effective April 11, 2014, for a maximum of 150 days; preemptory amendment at 38 Ill. Reg. 9136, effective April 11, 2014; amended at 38 Ill. Reg. 9207, effective April 21, 2014; preemptory amendment at 38 Ill. Reg. 13416, effective June 11, 2014; amended at 38 Ill. Reg. 14818, effective July 1, 2014; preemptory amendment at 38 Ill. Reg. 15739, effective July 2, 2014; preemptory amendment at 38 Ill. Reg. 17481, effective July 29, 2014; amended at 38 Ill. Reg. 17556, effective August 6, 2014; preemptory amendment at 38 Ill. Reg. 18791, effective August 26, 2014; preemptory amendment at 38 Ill. Reg. 19806, effective September 26, 2014; amended at 38 Ill. Reg. 20695, effective October 14, 2014; amended at 38 Ill. Reg. 24005, effective December 9, 2014; preemptory amendment at 39 Ill. Reg. 728, effective December 23, 2014; emergency amendment at 39 Ill. Reg. ~~708~~, effective December 26, 2014, for a maximum of 150 days; preemptory amendment at 39 Ill. Reg. 6964, effective April 29, 2015; amended at 39 Ill. Reg. 7878, effective May 22, 2015; amended at 39 Ill. Reg. 11220, effective July 28, 2015; preemptory amendment at 39 Ill. Reg. 12004, effective August 13, 2015; preemptory amendment at 39 Ill. Reg. 15807, effective November 25, 2015; amended at 40 Ill. Reg. 5893, effective March 28, 2016; preemptory amendment at 40 Ill. Reg. 8462, effective June 1, 2016; preemptory amendment at 40 Ill. Reg. 9658, effective June 30, 2016; amended at 40 Ill. Reg. 9356, effective July 1, 2016; preemptory amendment at 40 Ill. Reg. 11207, effective August 5, 2016; preemptory amendment at 41 Ill. Reg. 1210, effective January 19, 2017; amended at 41 Ill. Reg. 1695, effective January 25, 2017; preemptory amendment at 41 Ill. Reg. 2078, effective February 2, 2017; amended at 41 Ill. Reg. 3191, effective March 6, 2017; amended at 41 Ill. Reg. 4615, effective April 24, 2017; preemptory amendment at 41 Ill. Reg. 5822, effective May 15, 2017; preemptory amendment at 41 Ill. Reg. 6695, effective May 24, 2017; preemptory amendment at 41 Ill. Reg. 7227, effective June 9, 2017; amended at 41 Ill. Reg. 8314, effective July 1, 2017; preemptory amendment at 41 Ill. Reg. 10974, effective August 10, 2017; preemptory amendment at 41 Ill. Reg. 11447, effective August 25, 2017; preemptory amendment at 41 Ill. Reg. 12179, effective September 13, 2017; preemptory amendment at 41 Ill. Reg. 15837, effective December 12, 2017; amended at 42 Ill. Reg. 712, effective December 28, 2017; amended at 42 Ill. Reg.

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5357, effective March 9, 2018; preemptory amendment at 42 Ill. Reg. 8967, effective May 16, 2018; amended at 42 Ill. Reg. 13464, effective July 1, 2018; amended at 42 Ill. Reg. 16651, effective September 4, 2018; preemptory amendment at 43 Ill. Reg. 3999, effective March 15, 2019; amended at 43 Ill. Reg. 8746, effective July 31, 2019; preemptory amendment at 43 Ill. Reg. 9886, effective August 21, 2019; preemptory amendment at 43 Ill. Reg. 10811, effective September 20, 2019; preemptory amendment at 43 Ill. Reg. 11734, effective September 27, 2019; preemptory amendment at 43 Ill. Reg. 12119, effective October 8, 2019; preemptory amendment at 43 Ill. Reg. 13031, effective October 25, 2019; emergency amendment at 43 Ill. Reg. 14216, effective November 22, 2019, for a maximum of 150 days; amended at 44 Ill. Reg. 1819, effective January 1, 2020; preemptory amendment at 44 Ill. Reg. 2380, effective January 15, 2020; preemptory amendment at 44 Ill. Reg. 2588, effective January 17, 2020; preemptory amendment at 44 Ill. Reg. 2985, effective January 31, 2020; preemptory amendment at 44 Ill. Reg. 5497, effective March 13, 2020; amended at 44 Ill. Reg. 6859, effective April 16, 2020; preemptory amendment at 44 Ill. Reg. 8083, effective April 22, 2020; preemptory amendment at 44 Ill. Reg. 10232, effective May 28, 2020; amended at 44 Ill. Reg. 12146, effective July 13, 2020; preemptory amendment at 44 Ill. Reg. 12957, effective July 16, 2020; preemptory amendment at 44 Ill. Reg. 16337, effective September 17, 2020; preemptory amendment at 45 Ill. Reg. 503, effective December 18, 2020; preemptory amendment at 45 Ill. Reg. 1377, effective January 15, 2021; amended at 45 Ill. Reg. 1478, effective January 19, 2021; amended at 45 Ill. Reg. 4095, effective March 12, 2021; preemptory amendment at 45 Ill. Reg. 5675, effective April 16, 2021; preemptory amendment at 45 Ill. Reg. 7171, effective May 28, 2021; amended at 45 Ill. Reg. 8651, effective July 1, 2021; emergency amendment at 45 Ill. Reg. 9128, effective July 1, 2021, for a maximum of 150 days; amended at 45 Ill. Reg. 13669, effective October 18, 2021; preemptory amendment at 46 Ill. Reg. 1388, effective December 30, 2021; amended at 46 Ill. Reg. 4852, effective March 4, 2022; preemptory amendment at 46 Ill. Reg. 7924, effective April 28, 2022; preemptory amendment at 46 Ill. Reg. 8414, effective May 3, 2022; preemptory amendment at 46 Ill. Reg. 10967, effective June 7, 2022; amended at 46 Ill. Reg. 11713, effective July 1, 2022; expedited correction at 46 Ill. Reg. 20400, effective July 1, 2022; preemptory amendment at 46 Ill. Reg. 14097, effective July 22, 2022; preemptory amendment at 46 Ill. Reg. 15838, effective August 31, 2022; preemptory amendment at 47 Ill. Reg. 576, effective December 29, 2022; amended at 47 Ill. Reg. 722, effective January 4, 2023; preemptory amendment at 47 Ill. Reg. 3844, effective March 3, 2023; preemptory amendment at 47 Ill. Reg. 6347, effective April 19, 2023; preemptory amendment at 47 Ill. Reg. 8930, effective June 7, 2023; amended at 47 Ill. Reg. 10482, effective July 1, 2023; amended at 47 Ill. Reg. 12738, effective August 14, 2023; preemptory amendment at 47 Ill. Reg. 15712, effective October 18, 2023.

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## SUBPART A: NARRATIVE

**Section 310.20 Policy and Responsibilities**

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

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

**Section 310.30 Jurisdiction**

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

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

**Section 310.40 Pay Schedules**

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

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

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

- a) What Classifications to Compare When an Employee Moves – The movement of an employee subject to the Personnel Code to a vacant position (subject to the Personnel Code) is between two positions. The employee moves from the former position to the targeted position. The targeted position may be the former position allocated to a different classification title (80 Ill. Adm. Code 320.80) or may be the former position assigned substantial additional responsibilities in the same broad-band title (Section 310.495(c)). The former and targeted positions have the same or different classification titles. The former position is in the former classification and the targeted position is in the targeted classification. The former and targeted classifications are used in the comparison when an employee moves.
- b) Definitions of Employee Movements –
  - 1) When the Former and Targeted Classification Titles are the Same – When the former and targeted classifications are the same, the employee movement is an interim assignment (80 Ill. Adm. Code 302.150(j)), a transfer (80 Ill. Adm. Code 302.400), geographical transfer (80 Ill. Adm. Code 302.430) or where in the broad-band classification title the targeted position has substantial additional responsibilities compared to the former position (Section 310.495(c)).
  - 2) When the Former and Targeted Classification Titles are Different – When the former and targeted classifications are different, the employee movement is an interim assignment (80 Ill. Adm. Code 302.150(j)), a transfer (80 Ill. Adm. Code 302.400), geographical transfer (80 Ill. Adm. Code 302.430), demotion (80 Ill. Adm. Code 302.470), voluntary reduction (80 Ill. Adm. Code 302.500), promotion (Sections 310.50 and 310.500), based on the position being allocated to another class (80 Ill. Adm. Code 301.20 and 301.41) or based on the positions in a class being reclassified (Sections 310.50 and 310.500).

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- c) What to Compare in Each Classification – This pertains whether comparing former and targeted classifications, the pay grades or salary ranges assigned to the former and targeted classifications, or the maximum permissible salary or rate assigned to the former and targeted classifications.
- 1) When the Former and Targeted Classification Titles are the Same – When the former and targeted classification titles are the same, no comparison beyond the titles, which are the same, is needed.
  - 2) When Both Former and Targeted Classifications are Different – When both former and targeted classifications are different, determine whether both classes are whole, divided or one is whole and one is divided. The definitions for whole and divided classes are found in Section 310.50.
    - A) When Both Classes are Whole – When both classes are whole, follow the flow chart provided in Appendix C.Illustration A by beginning with the oval with the word "start" in it, move through the flow chart by the arrows based on the information known about the two classes and finally reaching the diamond shape indicating what to compare. The definitions of bargaining unit and bargaining representative are found in Section 310.50. In that same Section, the definition of "pay plan code" assists in identifying whether regular or alternative rates are assigned to the classes listed in the ALPHABETIC INDEX OF POSITION TITLES. The ALPHABETIC INDEX OF POSITION TITLES provides the highest rates.
    - B) When One Class is Whole and One Class is Divided – When one class is whole and one class is divided, follow the flow chart provided in Appendix C.Illustration B by beginning with the oval with the word "start" in it, move through the flow chart by the arrows based on the information known about the two classes and finally reaching the diamond shape indicating what to compare. The definitions of bargaining unit and bargaining representative are found in Section 310.50. In that same Section, the definition of "pay plan code" assists in identifying whether regular or alternative rates are assigned to the classes as listed in the ALPHABETIC INDEX OF POSITION TITLES. The ALPHABETIC INDEX OF POSITION TITLES provides the highest rates.

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.47 In-Hire Rate**

- a) Use – No employee in a position in which the position and/or the employee meet the criteria of an in-hire rate receives less than the in-hire rate. The in-hire rate is used when a candidate only meets the minimum requirements of the class specification upon entry to State service (Section 310.100(b)(1), 310.490(b)(1) or 310.495(b)(1)), when an employee moves to a vacant position (Section 310.45) or when an MS salary range is assigned to a Trainee Program (Section 310.415(b)).

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- b) Request –
- 1) Agency Head Request for Other Than a Merit-Compensation-System-only Trainee Program – An agency head may request in writing that the Director approve or negotiate an in-hire rate. The in-hire rate is a Step or dollar amount depending on whether the classification title is assigned to a negotiated full scale rate, negotiated pay grade, merit compensation salary range or broad-band salary range. The in-hire rate may be for the classification title or limited within the classification title to the agency, facilities, counties or other criteria. The supporting justifications for the requested in-hire rate and the limitations are included in the agency request. An effective date may be included in the request.
  - 2) Agency Head Request for a Merit-Compensation-System-only Trainee Program – The Department determined in-hire rates for existing trainee programs assigned only MS-salary ranges to be used by agencies as the anticipated starting salaries. The in-hire rates are tied to the targeted title and in one case the county in which the trainee position is located. Some targeted titles have been determined to be inappropriate for some trainee titles. If an agency is unable to locate an in-hire rate for its trainee program's targeted title, the targeted title is inappropriate. Agencies using inappropriate targeted titles shall allow employees in the trainee titles targeting the inappropriate targeted titles to finish their training and be promoted if successful. Then, the agency shall not use the inappropriate targeted title again for that trainee program. Questions about the best titles to use for training shall be addressed by CMS. When an agency submits for approval the establishment of a new or a targeted title revision for an existing Trainee or Apprenticeship Program form (CMS-705), the agency head shall request in writing that the Director approve an in-hire rate. The in-hire rate is a dollar amount within the merit compensation salary range assigned to the trainee title. The in-hire rate may be for the trainee title limited for the targeted title and the agency, facilities, counties or other criteria. The supporting justifications for the requested in-hire rate and the limitations shall be included in the agency request. An effective date may be included in the request.
- c) Review – The Director shall review the supporting justifications, the turnover rate, the length of vacancies, the currently filled positions for the classification title, and the market starting rates for similar classes, and consult with other agencies using the classification title. Other factors may be included in the review and negotiation of negotiated in-hire rates.

SUBTITLE B

- d) Approval or Negotiated –
  - 1) Approval – The Director indicates in writing the approved in-hire rate and effective date, which is either the date requested by the agency or the beginning of the next pay period after the approval.
  - 2) Negotiated – The Director and the bargaining unit representative indicate in writing the in-hire rates and effective date, which is either the date indicated in the agreement, the date of the agreement's signature or the beginning of the next pay period after the signatures are secured on the agreement.
  
- e) Implementation – In the classification title or within the limitations of the classification title and when the in-hire rate is above the normal minimum of the assigned salary range or pay grade, an employee paid below the in-hire rate receives the in-hire rate on the approved effective date. The in-hire rate remains in effect for any employee entering the title or the limits within the title until the title is abolished or an agency request to rescind the in-hire rate is approved by the Director or negotiated by the Director and the bargaining unit representative.
  
- f) Approved or Negotiated In-Hire Rates –
  - 1) Assigned to a Classification –
    - A) Approved and Assigned to a Pay Grade or Salary Range –

<u>Title</u>	Pay Grade or <u>Salary Range</u>	<u>Effective Date</u>	In-Hire <u>Rate</u>
Correctional Officer	RC-006-09	January 1, 2008	Step 1
Correctional Officer Trainee	RC-006-07	January 1, 2008	Step 1
Environmental Engineer I Environmental Protection	RC-063-15	January 1, 2008	Step 2
Engineer I Environmental Protection	RC-063-15	January 1, 2008	Step 5
Engineer II	RC-063-17	January 1, 2008	Step 4

## SUBTITLE B

- B) Negotiated and Assigned to a Full Scale Rate – The rates are located in Appendix A Table A for bargaining unit RC-104, in Appendix A Table D for bargaining unit HR-001, in Appendix A Table E for bargaining unit RC-020, in Appendix A Table F for RC-019 and in Appendix A Table G for bargaining unit RC-045.

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

## SUBTITLE B

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

SUBTITLE B

\* New bargaining unit members, regardless of their current rank, shall be hired at 33% of the differential between a Conservation Police Officer II and the new member’s new rank at the appropriate longevity level.

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

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

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

## SUBTITLE B

Engineering Technician I	NR-916	None identified	Completed 2 years of college in civil engineering or job related technical/science curriculum (60 semester/90 quarter hours credit)	January 1, 2012	\$2,845
Engineering Technician I	NR-916	None identified	Completed 3 years of college in areas other than civil engineering or job related technical/science curriculum (90 semester/135 quarter hours credit)	January 1, 2012	\$2,730
Engineering Technician I	NR-916	None identified	Associate Degree from an accredited 2 year civil engineering technology program	January 1, 2012	\$2,975
Engineering Technician I	NR-916	None identified	Completed 3 years of college courses in civil engineering or job related technical/science curriculum (90 semester/135 quarter hours credit)	January 1, 2012	\$2,975

## SUBTITLE B

Engineering Technician I	NR-916	None identified	Completed 4 years of college courses in areas other than civil engineering or job related technical/science curriculum (120 semester/180 quarter hours credit)	January 1, 2012	\$2,845
Engineering Technician I	NR-916	None identified	Completed 4 years of college in civil engineering or job related technical/science curriculum (120 semester/180 quarter hours credit includes appointees from unaccredited engineering programs and those who have not yet obtained a degree)	January 1, 2012	\$3,095
Engineering Technician I and II	NR-916	None identified	Bachelor of Science Degree from an accredited 4 year program in civil engineering technology, industrial technology, and construction technology	January 1, 2012	\$3,510

## SUBTITLE B

Forensic Scientist Trainee	RC-062-15	None identified	Meets minimum class requirements or completed Forensic Science Residency Program at the U of I-Chicago	January 1, 2008	Step 1
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 4-year college	January 1, 2008	Step 4
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 4-year college	January 1, 2008	Step 6
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 2
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 4
Information Services Intern	RC-063-15	Work in Cook County	Non-Computer Science degree at 4-year college	January 1, 2008	Step 3
Information Services Specialist I	RC-063-17	Work in Cook County	None identified beyond class requirements	January 1, 2008	Step 2
Juvenile Justice Specialist	RC-006-14	None identified	Master's degree	September 1, 2008	Step 2
Juvenile Justice Specialist Intern	RC-006-11	None identified	Master's degree	September 1, 2008	Step 2

## SUBTITLE B

Meat & Poultry Inspector Trainee	RC-029	Work in Regions 1 and 6	None identified beyond class requirements	May 15, 2014	Step 1
Physician Specialist, Option C	RC-063-MD-C	Work in Alton, Chester, Choate, Ludeman, McFarland, and Murray facilities	None identified beyond class requirements	May 1, 2018	Step 5
Physician Specialist, Option D	RC-063-MD-D	Work in Alton, Chester, Choate, Ludeman, McFarland, and Murray facilities	None identified beyond class requirements	May 1, 2018	Step 5
Telecommunicator	RC-014-12	Work in District 2	None identified beyond class requirements	January 1, 2008	Step 2
Telecommunicator Trainee	RC-014-10	Work in Kane County	None identified beyond class requirements	January 1, 2008	Step 3
Telecommunicator Trainee	RC-014-10	Work in Cook County	None identified beyond class requirements	January 1, 2008	Step 7

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

### Section 310.50 Definitions

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

## SUBTITLE B

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

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

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

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

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

## SUBTITLE B

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

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

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

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

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

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

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

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

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

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

## SUBTITLE B

"Divided Class" – The classification established by Section 8a(1) of the Personnel Code [20 ILCS 415], represented by more than one bargaining unit as certified by the Illinois Labor Relations Board. The divided classes effective January 24, 2023 are:

<b>Title</b>	<b>Title Code</b>
Apparel/Dry Goods Specialist III	01233
Automotive Shop Supervisor	03749
Bridge Mechanic	05310
Bridge Tender	05320
Civil Engineer I	07601
Civil Engineer II	07602
Civil Engineer III	07603
Clinical Laboratory Associate	08200
Clinical Laboratory Technician I	08215
Clinical Laboratory Technician II	08216
Educator	13100
Educator Aide	13130
Educator – Career and Technical	13103
Engineering Technician II	13732
Engineering Technician III	13733
Engineering Technician IV	13734
Heavy Construction Equipment Operator	18465
Highway Maintainer	18639
Highway Maintenance Lead Worker	18659
Housekeeper	19600
Human Resources Trainee	19694
Labor Maintenance Lead Worker	22809
Laboratory Assistant	22995
Laboratory Associate I	22997
Laboratory Associate II	22998
Laborer (Maintenance)	23080
Licensed Practical Nurse I	23551
Licensed Practical Nurse II	23552
Maintenance Equipment Operator	25020
Maintenance Worker	25500
Pest Control Operator	31810
Power Shovel Operator (Maintenance)	33360
Property and Supply Clerk II	34792
Property and Supply Clerk III	34793
Public Service Administrator	37015
Silk Screen Operator	41020

## SUBTITLE B

Social Service Aide Trainee	41285
Storekeeper I	43051
Storekeeper II	43052
Storekeeper III	43053
Stores Clerk	43060

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

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

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

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

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

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

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/Internal  
Audit/Insurance/Financial
- 2B = Financial Regulatory
- 2C = Economist
- 3 = Management Information System/Data  
Processing/Telecommunications
- 3J = Java Application Developer
- 3N = Networking
- 4 = Physical Sciences/Environment

## SUBTITLE B

- 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

## SUBTITLE B

## 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

## SUBTITLE B

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

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

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

## SUBTITLE B

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

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

## SUBTITLE B

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

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

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

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

"Salary Range" – The dollar value represented by Steps 1c or the Step with the lowest salary through 8 or the Step with the highest salary of a pay grade assigned to a class title.

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

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

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

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

(Source: Amended at 47 Ill. Reg. 10482, effective July 1, 2023)

## SUBTITLE B

**Section 310.60 Conversion of Base Salary to Pay Period Units**

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

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

**Section 310.70 Conversion of Base Salary to Daily or Hourly Equivalents**

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

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

\* Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of sick days earned and retained during that time period.

## SUBTITLE B

- b) Deductions from a Specific Pay Period - Employees working full time or a regular part of a full time schedule and who work less than the total number of days/hours in a specific pay period due to furlough days/hours or other noncompensated days/hours, as per Section 302.510 of the Personnel Rules (see 80 Ill. Adm. Code 302.510), shall have the value of the days/hours derived by dividing the annualized rate of pay by the total number of days/hours in a work year as filed by the agency with the Department of Central Management Services. The value of the deducted days/hours is subtracted from the semi-monthly rate.
- c) Payment for Fractional Part of a Specific Pay Period – In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, other than when authorized for deduction in accordance with subsection (b), the formula to be used is: monthly rate divided by two equal pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.
- d) Part-Time Work - Part-time employees, whose base salary is other than an hourly or daily basis, shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.80 Increases in Pay**

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

- a) Satisfactory Performance Increase –
  - 1) Each employee who has not attained Step 8 of the relevant pay grade, and whose level of performance has been at a satisfactory level of competence, shall be successively advanced in pay to the next higher step in the pay grade after one year of creditable service in the same class.
  - 2) A satisfactory performance increase shall become effective on the first day of the month within which the required period of creditable service is reached.

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- 3) No satisfactory performance increase may be given after the effective date of separation.
- b) Withholding Satisfactory Performance Increase – As an inducement toward attainment of satisfactory level of competence, satisfactory performance increases may be withheld from the employee who has not achieved a satisfactory level of performance. Such action must be supported by:
- 1) A performance record showing less than satisfactory performance. This must be prepared by the appropriate supervisor, discussed with the employee and approved by the agency head prior to the date the increase would otherwise become effective. The performance record will not be invalidated by refusal of an employee to sign. In such cases, an explanatory comment shall be made on the record by the supervisor. This record will be preserved by the agency.
  - 2) Notice of withholding of satisfactory performance increases to the Department – It shall be reported upon completion of action required by subsection (b)(1), but not later than the submission of the payroll reflecting the denial of the increase.
- c) Redetermination – A satisfactory performance increase previously withheld shall be granted when the cause for withholding has been eliminated. Redetermination must be made at least annually. In such cases the increases will be effective the first day of the month following date of approval and will be preceded by the preparation and filing of a Performance Record within the agency indicating the attainment of satisfactory level of competence.
- d) Other Pay Increases –
- 1) Promotion –
    - A) Standard Procedures –
      - i) From Other Than Step 8 – Normally, upon promotion, an employee shall be advanced to the lowest step in the targeted pay grade that represents at least a full step increase in the former pay grade. The promotion shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.

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- ii) From Step 8 – The employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least the dollar difference between Step 7 and Step 8 in the former pay grade. To compute this, add the dollar difference between Step 7 and Step 8 in the former pay grade to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least equivalent to that amount. Otherwise, when an employee is promoted from Step 8, the employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least equivalent to that amount. The promotion shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.
  - B) Exception – Any deviation is a special salary adjustment (see subsection (e)).
- 2) Reallocation –
- A) Standard Procedures –
    - i) From Other Than Step 8 – Normally, upon reallocation, an employee shall be advanced to the lowest step in the targeted pay grade that represents at least a full step increase in the former pay grade.

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- ii) From Step 8 – When an employee is reallocated from Step 8, the employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least equivalent to that amount. The reallocation shall not change the creditable service date for non-bargaining-unit employees or if the increase is less than one step for the bargaining unit employees.
  - B) Exception – Any deviation is a special salary adjustment (see subsection (e)).
- 3) Reevaluation – If a higher pay grade is assigned to a class, the employee occupying the position in the class shall be advanced to the lowest step in the new grade that represents an increase in pay. If an employee becomes eligible for a satisfactory performance increase as a result of the reevaluation, a one-step increase will be granted immediately. The reevaluation shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.
  - 4) Separation and Subsequent Appointment – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher pay grade, an increase shall be given under the conditions and requirements applicable to promotions (see subsection (d)(1)).
  - 5) Reclassification – If the class to which the position is being moved has a higher pay grade, the employee's base salary is advanced to the salary in the new pay grade that represents the least increase in pay. If this new salary is less than the difference between Step 7 and Step 8 in the new pay grade and the employee has been paid the base salary in Step 8 of the previous pay grade for longer than one year, the new salary is advanced one step from the salary in the new pay grade representing the least increase. The reclassification shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.

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- e) Adjustment – An employee may receive an upward adjustment in the employee's base salary for the purpose of correcting a previous error, oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments shall have the prior approval of the Director. An adjustment at the time of entrance into State government shall have supporting documentation in the candidate's employment application. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director shall consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The Director's approval of an adjustment at the time of entrance into State government shall be based on the candidate's documented directly-related education and experience exceeding the minimum requirements in the class specification, prior base salary history, staffing needs and requirements of the employing agency, and labor market influences on the recruitment for the position classification or position. The adjustment shall not change the creditable service date if the increase is less than one step for the bargaining unit employees. When a payroll adjustment is made for an AFSCME represented employee covered by the collective bargaining agreement signed August 21, 2019, upon request, an explanation for the adjustment shall be given to the employee.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.90 Decreases in Pay**

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

- a) Demotion for Cause to a Lower Class – Upon demotion, the employee's base salary will be reduced to Step 8 of the pay grade for the lower class if the current base salary is in excess of that pay grade, or to the step in the lower pay grade that provides the salary nearest in amount, but less than, the current base salary, except that an employee demoted during a probationary period following promotion will have the employee's salary reduced to the step in the lower pay grade that represents the salary had the employee not been promoted, and the employee's previous creditable service date will be restored.

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- b) Position Reallocated to a Lower Class – The employee's base salary will be reduced to Step 8 of the lower pay grade, if in excess of that pay grade, or to the step in the lower pay grade nearest in amount to, but in no case more than, the current base salary. However, as provided in Section 8(a) of the Personnel Code [20 ILCS 415], the pay for an employee whose position is reallocated because of loss of duties and responsibilities after the employee's appointment to that position shall not be required to be lowered to an exact step for a period of one year. When the base salary is identical to an exact step in the lower range, the employee shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.
- c) Voluntary Reduction to a Lower Class – Upon the voluntary reduction of an employee to a vacant position in a class having a lower pay grade than the class from which the reduction was made, the employee's base salary will be reduced to Step 8 of the lower pay grade if in excess of that pay grade, or to the step in the lower pay grade that provides the base salary nearest in amount, but less than, the current base salary, except that an employee who voluntarily requests a reduction to a lower class during a probationary period following promotion will have the employee's salary reduced to the step in the pay grade that represents the salary had the employee not been promoted, and the employee's previous creditable service date will be restored.
- d) Assignment of a Lower Pay Grade to a Class – Upon assignment, an employee's base salary will be that step in the new pay grade nearest to, but not greater in amount than, the step being vacated in the former pay grade. The reevaluation shall not change the creditable service date.
- e) Adjustment – An employee may receive a downward adjustment in the employee's base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The adjustment shall not change the creditable service date.

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- f) **Reclassification** – If the class to which the position is being moved has a lower pay grade, the employee's base salary will be the salary in the new pay grade nearest to, but not greater than, the employee's former salary. As provided in Section 8(a) of the Personnel Code, the pay for an employee whose position is reclassified shall not be lowered for a period of one year. If the base salary is identical to an exact step in the lower range, the employee shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.

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

**Section 310.100 Other Pay Provisions**

- a) **Transfer** – Upon the assignment of an employee to a vacant position in a class with the same pay grade as the class for the position being vacated, the employee's base salary will not be changed. Upon separation from a position in a given class and subsequent appointment to a position in the same pay grade, no increase in salary will be given.
- b) **Entrance Base Salary** – State agencies shall not seek, request or require a candidate's current wage or salary history. Agencies shall not use an applicant's current wage or salary history to screen applicants or request or require current wage or salary history information as a condition for being considered for employment or for an offer of employment. Agencies shall not verify a candidate's current wage or salary history. Each agency shall not request current or past wage or salary at any location (website, form or process). If a candidate inadvertently or voluntarily without prompting discloses the candidate's current or past wage or salary, including benefits or other compensation, the agency shall not consider or rely on the information in a current or future salary offer and shall disregard the information.
- 1) **Qualifications Only Meet Minimum Requirements** – When a candidate only meets the minimum requirements of the class specification upon entry to State service, an employee's entrance base salary is the in-hire rate or the minimum base salary of the pay grade.
  - 2) **Qualifications Above Minimum Requirements** – If a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 5% above the candidate's current base salary. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.80(e)).

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- 3) Area Differential – For positions for which additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance step may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate shall be advanced to the new rate.
- c) Geographical Transfer – Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment effective the first day of the month following date of approval.
- d) Differential and Overtime Pay – An eligible employee may have an amount added to the employee's base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
  - 1) Shift Differential Pay – An employee may be paid an amount in addition to the employee's base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Department. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
  - 2) Overtime Pay –
    - A) Eligibility – The Director will maintain a list of titles and their overtime eligibility as determined by labor contracts, Federal Fair Labor Standards Act (29 USC 203), or State law or regulations. Overtime shall be paid in accordance with the labor contracts, Federal Fair Labor Standards Act, and State law or regulations.

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- B) **Compensatory Time – When Contract Contains No Provision –** Employees who are eligible for compensatory time may request that time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by labor contracts and the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.
- 3) **Incentive Pay –** An employee may be paid an amount in addition to the employee's base salary for work performed in excess of the normal work standard as determined by agency management. The additional compensation shall be at a wage rate and in a manner approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- 4) **Temporary Assignment Pay –**
- A) **When Assigned to a Higher-Level Position Classification –**A bargaining unit employee may be temporarily assigned to a bargaining unit position in a position classification having a higher pay grade and shall be eligible for temporary assignment pay. To be eligible for temporary assignment pay, the employee must be directed to perform the duties that distinguish the higher-level position classification and be held accountable for the responsibility of the higher classification. Employees shall not receive temporary assignment pay for paid days off except if the employee is given the assignment for 30 continuous days or more, the days off fall within the period of time and the employee works 75% of the time of the temporary assignment. Temporary

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assignment pay shall be calculated as if the employee received a promotion (see Section 310.80(d)(1)) into the higher pay grade. In no event is the temporary assignment pay to be lower than the minimum rate of the higher pay grade or greater than the maximum rate of the higher pay grade.

- B) When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary assignment pay when required to perform duties requiring the ability. The temporary assignment pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- e) Out-of-State Assignment – Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- f) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily basis computed by dividing the annual rate of salary by the total number of work days in the year.
- g) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave, and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum cannot be given in these transactions. Method of computation is explained in Section 310.70(a).

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

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

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- j) Reinstatement –
- 1) For Former State Employees Subject to the Personnel Code Who Had Intervening Employment Outside of State Government – For former State employees subject to the Personnel Code who had intervening employment outside of State government shall be paid under the conditions and requirements applicable to entrance base salary (see subsection (b)).
  - 2) For Former State Employees Subject to the Personnel Code Who Had No Intervening Employment or Only Had Intervening State Government Employment – For former State employees subject to the Personnel Code who had no intervening employment or only had intervening State government employment, the salary upon reinstatement should not provide more than a 5% increase over the candidate's current base salary or exceed the current value of the salary step held in the position for which previously certified without prior approval by the Director. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the pay grade. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the pay grade, is a special salary adjustment (see Section 310.80(e)).
- k) Longevity Pay or Longevity Step and Bonus –The Step 8 rate shall be increased by \$25 per month for those employees who have attained 10 years of service and have three years of creditable service on Step 8 in the same pay grade. The Step 8 rate shall be increased by \$50 per month for those employees who have attained 15 years of service and have three years of creditable service on Step 8 in the same pay grade.
- l) Bilingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.110 Implementation of Pay Plan Changes (Repealed)**

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

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**Section 310.120 Interpretation and Application of Pay Plan**

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

**Section 310.130 Effective Date**

This Pay Plan Narrative (Subpart A), Schedule of Rates (Subpart B), Merit Compensation System (Subpart C), Negotiated Rates of Pay (Appendix A), Merit Compensation System Salary Schedule (Appendix D), Comparison of Pay Grades or Salary Ranges Assigned to Classifications (Appendix C) and Broad-Band Pay Range Classes Salary Schedule (Appendix G) shall be effective for Fiscal Year 2024.

(Source: Amended at 47 Ill. Reg. 10482, effective July 1, 2023)

**Section 310.140 Reinstitution of Within Grade Salary Increases (Repealed)**

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

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

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

## SUBPART B: SCHEDULE OF RATES

**Section 310.205 Introduction**

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

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**Section 310.210 Prevailing Rate**

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

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

- b) Boiler Safety Specialist – This section shall apply to employees occupying positions in the Boiler Safety Specialist class that are represented by the RC-008 bargaining unit (see Appendix A, Table L).
- c) Rate Certification Process and Effective Date – Copies of signed agreements between contractors or other employers and the respective union shall be certified to the Illinois State Department of Labor by the international representative of the respective union and shall be considered adequate proof of the prevailing rate of wages to be paid, minus the per hour costs of fringe benefits so designated by agreement, if any, in keeping with past practice. The Illinois Department of Labor shall notify the Department of Central Management Services of the prevailing rate. The effective date of changes in wage rates shall be on the date of certification by the Illinois Department of Labor.

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- d) Pension Formula Adjustment – Effective January 1, 2006, employees shall be paid an additional 4.00% above the prevailing rate of wages for employees on the standard pension formula and 5.5% above the prevailing rate of wages for employees on the alternative pension formula, minus the per hour costs of fringe benefits. New prevailing rate employees hired on or after December 1, 2013, shall be paid the appropriate/certified prevailing rate which shall not include the additional 4.00% above the prevailing rate of wages on the standard pension formula and 5.5% above the prevailing rate of wages for employees on the alternative pension formula.
- e) Maximum Security Rates – Positions in maximum security institutions shall receive a \$75 a month adjustment to the employee's monthly wages for all employees with seven or more years of continuous service with the Department of Corrections. Employees shall receive the adjustment as long as they remain employees at a maximum-security facility.
- f) FY2020 Signing Bonus – Upon ratification of the contract, all bargaining unit employees on active payroll effective June 30, 2020 shall receive a one-time signing bonus of \$2,500 within fiscal year 2020. Only employees on active status shall receive the bonus payable after ratification of the collective bargaining agreement. The signing shall be paid as soon as practicable after the ratification of the agreement.
- g) Employee Bonus in Lieu of Merit Incentive Bonus – Those employees who in the past have received a Merit Incentive Bonus and who were employed from July 1, 2018 to June 30, 2019 will receive in the second year of the contract a \$600 bonus to be paid on July 1, 2020. Those employees who in the past have received a Merit Incentive Bonus and who were employed from July 1, 2018 to June 30, 2019 will receive in the third year of the contract a \$330 bonus to be paid on July 1, 2021.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.220 Negotiated Rate**

- a) Rates by Geographic Area, Agency or Agency Area – The rate of pay for a class in any specific area or agency, or in a specific area for an agency, is established and approved by the Director of Central Management Services after having conducted negotiations for this purpose, or as certified as being correct and reported to the Director of Central Management Services by the Director of the Illinois Department of Labor for designated classifications.

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- b) Rates for Positions Excluded from Bargaining Unit Representation – An employee occupying a position in a class normally subject to contract, but whose position is excluded from the bargaining unit, shall be assigned to the Merit Compensation System (Subpart C) and receive the rates, within the Merit Compensation System Salary Schedule (Appendix D) based on the salary range assigned to the classification title in Section 310.410 or within the Broad-Band Pay Range Classes Salary Schedule (Appendix G) based on the salary range assigned to the classification title.
- c) Rates for Higher Duties – As provided in certain collective bargaining agreements, an employee may be paid at an appropriate higher rate when assigned to perform the duties of a higher level position. Eligibility for and the amount of this pay will be as provided in the contract.
- d) Promotion from Step 8 – The employee shall be paid as provided in Section 310.80(d)(1)(A)(ii).
- e) To Locate Rates – The negotiated rates of pay for classifications in specified operating agencies, in specified agency facilities or with specified duties shall be as indicated in Appendix A, unless the rates are red-circled.
- f) Red-Circled Rates – Red-circled rates are the negotiated or arbitrator assigned base salaries not otherwise on a step in the pay grade assigned to a classification or in the Pay Plan. The base salaries may be above the pay grade's maximum base salary or between two base salaries on consecutive steps. An employee who takes a position in a Trainee Program (see 80 Ill. Adm. Code 302.170) classification that represents a reduction when comparing classifications (see Section 310.45) shall receive the higher amount of either the in-hire rate or the base salary red-circled at the amount of the former classification. Upon completion of a trainee period, the employee who is promoted to a targeted title shall receive the rate on a step that results in a minimum of one dollar increase based on the difference between the two steps, which the red-circled rate is between, added to the red-circled rate. If through negotiation of a classification assignment to a pay grade where the base salary exceeds Step 8, the base salary shall be red-circled at its current rate and may receive contractual adjustments.

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

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

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

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**Section 310.240 Daily or Hourly Rate Conversion**

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

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

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

**Section 310.250 Member, Patient and Inmate Rate (Repealed)**

(Source: Repealed at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.260 Trainee Rate**

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

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

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Arson Investigations Trainee	01485	None	MS-12
Behavior Analyst Associate	04375	RC-062-15	MS-12
		Pending RC-029	
Cannabis Regulator Trainee	06005	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-16
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-08
Corrections Nurse Trainee	09836	RC-023-17	MS-16
Corrections Treatment Officer Trainee	09866	RC-006-11	MS-13
Criminal Justice Specialist Trainee	10236	RC-062-13	MS-10
Data Processing Operator Trainee	11428	RC-014-02	MS-02
Data Processing Technician Trainee	11443	RC-028-06	MS-04
Disability Claims Adjudicator Trainee	12539	RC-062-13	MS-10
Economist Associate	12940	None	MS-12
Economic Development Representative Trainee	12939	None	MS-10
Educator Intern	13135	None	MS-10
Energy and Natural Resources Specialist Trainee	13715	RC-062-12	MS-09
Environmental Health Specialist I	13768	RC-062-14	MS-11
Financial Institutions Examiner Trainee	14978	RC-062-13	MS-10
Fingerprint Technician Trainee	15209	None	MS-05
Fire Prevention Inspector Trainee	15320	RC-029-12	MS-10
Firearms Eligibility Analyst Trainee	15375	RC-062-11	MS-08

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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
		Pending RC-063	
Information Technology Trainee	21163	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
Management Operations Analyst Trainee	25545	None	MS-12
Manpower Planner Trainee	25597	RC-062-12	MS-09
Meat and Poultry Inspector Trainee	26075	RC-029-09	MS-07
Medicaid Management Intern	26305	None	MS-13
Mental Health Administrator Trainee	26817	RC-062-16	MS-14

## SUBTITLE B

Mental Health Specialist Trainee	26928	RC-062-11	MS-08
Mental Health Technician Trainee	27020	RC-009-13	MS-03
Methods and Procedures Career Associate Trainee	27137	RC-062-09	MS-06
Natural Resources Coordinator Trainee	28830	None	MS-09
Office Occupations Trainee	30075	None	MS-01
Polygraph Examiner Trainee	33005	None	MS-12
		Pending HR-001	
Portable Scales Operator Trainee	33022	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 (see Note in Appendix A Table W)	38375	RC-062-15	MS-09
Revenue Collection Officer Trainee	38405	RC-062-12	MS-09
Revenue Special Agent Trainee	38565	RC-062-14	MS-11

## SUBTITLE B

Revenue Tax Specialist Trainee	38575	RC-062-10 RC-009-14	MS-07
Security Therapy Aide Trainee	39905	RC-009-13	MS-06
Seed Analyst Trainee	39953	None	MS-07
Social Service Aide Trainee	41285	RC-006-01 RC-009-02	MS-03
Social Services Career Trainee	41320	RC-062-12	MS-09
Social Worker Intern	41430	None	MS-15
Student Intern	43190	None	MS-01
Student Worker	43200	None	MS-01
Telecommunications Systems Technician Trainee	45314	None	MS-05
Telecommunicator Trainee	45325	RC-014-10	MS-07
Terrorism Research Specialist Trainee	45375	RC-062-14	MS-11
Weatherization Specialist Trainee	49105	RC-062-12	MS-09
Well Inspector Trainee	49425	None	MS-09

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

### Section 310.270 Legislated Rate (Repealed)

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

### Section 310.280 Designated Rate

- a) Requirements – The rate of pay for a specific position or class of positions excluded from the other requirements of this Pay Plan shall be only as designated by the Governor. A designated rate is the fixed rate of pay assigned usually to one position within a position classification. The fixed rate is above the maximum of the salary range assigned to the position classification. The fixed rate is the value the employing agency determines for the uniquely combined position and employee or the candidate recruited to be the employee. A designated rate may be assigned to a position classification and, therefore, all positions within the position classification. The establishment of or change to a designated rate requires a request from the head of the employing agency to the Director.

## SUBTITLE B

- b) Request from the Head of the Employing Agency – The request from the employing agency head shall explain the unique nature of the employee's education and experience combined with the position's scope, responsibility, and reporting that warrant the requested designated rate, how the requested designated rate was determined, and the requested effective date. The employing agency shall attach to the request the current position description and the candidate's or employee's current State employment or promotional employment application.
- c) Review and Approval – The Director shall review the requested designated rate by comparing the value given to other positions and employees in the employing agency, the State, and other states when available. Following the review, the Director shall seek the Governor's approval for the designated rate and its effective date.
- d) Employee Payment – When the rate is approved, this Section shall be amended to include the approved designated rate. Once amended, the employing agency shall pay the employee the designated rate retroactively to the effective date approved by the Governor.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.290 Out-of-State Rate (Repealed)**

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

**Section 310.295 Foreign Service Rate (Repealed)**

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

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

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

- a) Selection of the appropriate salary lane will be based on the level of academic status attained by the incumbent that relates to the educational programs of the employing agency. All hours beyond bachelor's level must be approved by the employing agency as being applicable to its programs.
- b) All provisions of Subpart A shall apply to incumbents of the Educator positions, with the following exceptions:

## SUBTITLE B

- 1) For HR-010 only, Section 310.100 (b) and (l) shall not apply.
- 2) For both RC-063 and HR-010: Section 310.100 (d) (3) and (4), (e) and (f) shall not apply.
- c) Upon furnishing evidence of the satisfactory completion of required course work, the employee shall be advanced in pay to the same numbered step in the appropriate salary lane. Increases in the rate of pay shall be effective on the first day of the pay period following approval.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.310 Physician Specialist Rate**

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

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

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

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

**Section 310.330 Excluded Classes Rate (Repealed)**

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

## SUBPART C: MERIT COMPENSATION SYSTEM

**Section 310.410 Jurisdiction**

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

## SUBTITLE B

<b>Title</b>	<b>Title Code</b>	<b>Salary Range</b>
Account Clerk I	00111	MS-03
Account Clerk II	00112	MS-04
Account Technician I	00115	MS-07
Account Technician II	00116	MS-09
Account Technician Trainee	00118	MS-04
Accountant	00130	MS-11
Accountant Advanced	00133	MS-14
Accountant Supervisor	00135	MS-19
Accounting and Fiscal Administration Career Trainee	00140	MS-09
Activity Program Aide I	00151	MS-04
Activity Program Aide II	00152	MS-05
Activity Therapist	00157	MS-12
Activity Therapist Coordinator	00160	MS-16
Activity Therapist Supervisor	00163	MS-23
Actuarial Assistant	00187	MS-14
Actuarial Examiner	00195	MS-14
Actuarial Examiner Trainee	00196	MS-10
Actuarial Senior Examiner	00197	MS-21
Actuary I	00201	MS-23
Actuary II	00202	MS-31
Actuary III	00203	MS-33
Administrative Assistant I	00501	MS-16
Administrative Assistant II	00502	MS-21
Administrative Services Worker Trainee	00600	MS-02
Agricultural Executive	00800	MS-23
Agricultural Land and Water Resources Supervisor	00811	MS-25
Agricultural Market News Assistant	00804	MS-09
Agricultural Marketing Reporter	00807	MS-19
Agricultural Marketing Representative	00810	MS-19
Agriculture Land and Water Resource Specialist I	00831	MS-11
Agriculture Land and Water Resource Specialist II	00832	MS-16
Agriculture Land and Water Resource Specialist III	00833	MS-23
Aircraft Dispatcher	00951	MS-09
Aircraft Lead Dispatcher	00952	MS-11
Aircraft Pilot I	00955	MS-21
Aircraft Pilot II	00956	MS-28
Aircraft Pilot II – Dual Rating	00957	MS-29
Amusement Ride Safety Inspector	01061	MS-14

## SUBTITLE B

Animal and Animal Products Investigator	01072	MS-11
Animal and Animal Products Investigator Trainee	01075	MS-09
Apiary Inspector	01215	MS-03
Apparel/Dry Goods Specialist I	01231	MS-04
Apparel/Dry Goods Specialist II	01232	MS-05
Apparel/Dry Goods Specialist III	01233	MS-10
Appraisal Specialist I	01251	MS-11
Appraisal Specialist II	01252	MS-14
Appraisal Specialist III	01253	MS-19
Appraisal Specialist Trainee	01255	MS-09
Arbitrator	01401	MS-33
Architect	01440	MS-28
Arson Investigations Trainee	01485	MS-12
Arson Investigator I	01481	MS-15
Arson Investigator II	01482	MS-20
Arts Council Associate	01523	MS-09
Arts Council Program Coordinator	01526	MS-19
Arts Council Program Representative	01527	MS-12
Assignment Coordinator	01530	MS-23
Assistant Automotive Shop Supervisor	01565	MS-11
Assistant Reimbursement Officer	02424	MS-05
Audio Visual Technician I	03501	MS-04
Audio Visual Technician II	03502	MS-06
Auto and Body Repairer	03680	MS-13
Automotive Attendant I	03696	MS-03
Automotive Attendant II	03697	MS-03
Automotive Mechanic	03700	MS-13
Automotive Parts Warehouse Specialist	03734	MS-11
Automotive Parts Warehouse	03730	MS-11
Automotive Shop Supervisor	03749	MS-18
Bank Examiner I	04131	MS-14
Bank Examiner II	04132	MS-21
Bank Examiner III	04133	MS-28
Behavior Analyst Associate	04375	MS-12
Behavior Analyst I	04371	MS-16
Behavior Analyst II	04372	MS-21
Blasting Expert	04720	MS-27
Blasting Specialist	04725	MS-25
Blasting Supervisor	04730	MS-29
Boat Safety Inspection Supervisor	04850	MS-22

## SUBTITLE B

Boiler Safety Audit Specialist	04900	MS-30
Boiler Safety Chief Inspector	04907	MS-34
Boiler Safety Specialist	04910	MS-26
Boiler Safety Supervisor	04915	MS-31
Breath Alcohol Analysis Technician	05170	MS-15
Bridge Mechanic	05310	MS-17
Bridge Tender	05320	MS-18
Building Construction Inspector I	05541	MS-18
Building Construction Inspector II	05542	MS-20
Building Services Worker	05616	MS-05
Building/Grounds Laborer	05598	MS-08
Building/Grounds Lead I	05601	MS-10
Building/Grounds Lead II	05602	MS-12
Building/Grounds Maintenance Worker	05613	MS-09
Building/Grounds Supervisor	05605	MS-12
Business Administrative Specialist	05810	MS-14
Business Manager	05815	MS-19
Buyer	05900	MS-19
Buyer Assistant	05905	MS-07
Cannabis Regulator	06000	MS-18
Cannabis Regulator Supervisor	06004	MS-23
Cannabis Regulator Trainee	06005	MS-13
Cancer Registrar I	05951	MS-11
Cancer Registrar II	05952	MS-14
Cancer Registrar III	05953	MS-23
Cancer Registrar Assistant Manager	05954	MS-27
Cancer Registrar Manager	05955	MS-31
Canine Specialist	06500	MS-20
Capital Development Board Account Technician	06515	MS-08
Capital Development Board Art In Architecture Technician	06533	MS-09
Capital Development Board Construction Support Analyst	06520	MS-08
Capital Development Board Media Technician	06525	MS-11
Capital Development Board Project Technician	06530	MS-09
Cartographer III	06673	MS-28
Chaplain I	06901	MS-16
Chaplain II	06902	MS-23
Check Issuance Machine Operator	06920	MS-06
Check Issuance Machine Supervisor	06925	MS-08

## SUBTITLE B

Chemist I	06941	MS-14
Chemist II	06942	MS-21
Chemist III	06943	MS-25
Child Development Aide	07184	MS-07
Child Protection Advanced Specialist	07161	MS-21
Child Protection Associate Specialist	07162	MS-14
Child Protection Specialist	07163	MS-19
Child Support Specialist I	07198	MS-14
Child Support Specialist II	07199	MS-16
Child Support Specialist Trainee	07200	MS-09
Child Welfare Administrative Case Reviewer	07190	MS-29
Child Welfare Advanced Specialist	07215	MS-21
Child Welfare Associate Specialist	07216	MS-14
Child Welfare Court Facilitator	07196	MS-28
Child Welfare Nurse Specialist	07197	MS-22
Child Welfare Senior Specialist	07217	MS-28
Child Welfare Specialist	07218	MS-19
Child Welfare Staff Development Coordinator IV	07204	MS-28
Children and Family Service Intern, Option 1	07241	MS-09
Children and Family Service Intern, Option 2	07242	MS-12
Civil Engineer I	07601	MS-22
Civil Engineer II	07602	MS-26
Civil Engineer III	07603	MS-30
Civil Engineer IV	07604	MS-31
Civil Engineer Trainee	07607	MS-16
Clerical Trainee	08050	MS-01
Clinical Laboratory Associate	08200	MS-05
Clinical Laboratory Phlebotomist	08213	MS-04
Clinical Laboratory Technician I	08215	MS-07
Clinical Laboratory Technician II	08216	MS-09
Clinical Laboratory Technologist I	08220	MS-19
Clinical Laboratory Technologist II	08221	MS-21
Clinical Laboratory Technologist Trainee	08229	MS-11
Clinical Pharmacist	08235	MS-32
Clinical Psychologist	08250	MS-29
Clinical Psychology Associate	08255	MS-19
Clinical Services Supervisor	08260	MS-31

## SUBTITLE B

Commerce Commission Police Officer I	08451	MS-18
Commerce Commission Police Officer II	08452	MS-22
Commerce Commission Police Officer Trainee	08455	MS-10
Commerce Commission Police Sergeant	08457	MS-24
Commodities Inspector	08770	MS-08
Communications Dispatcher	08815	MS-06
Communications Equipment Technician I	08831	MS-16
Communications Equipment Technician II	08832	MS-21
Communications Equipment Technician III	08833	MS-23
Communications Systems Specialist	08860	MS-29
Community Management Specialist I	08891	MS-12
Community Management Specialist II	08892	MS-16
Community Management Specialist III	08893	MS-21
Community Planner I	08901	MS-12
Community Planner II	08902	MS-16
Community Planner III	08903	MS-21
Compliance Officer	08919	MS-11
Computer Evidence Recovery Specialist	08980	MS-32
Conservation Education Representative	09300	MS-09
Conservation Grant Administrator I	09311	MS-19
Conservation Grant Administrator II	09312	MS-23
Conservation Grant Administrator III	09313	MS-28
Conservation Police Lieutenant	09339	MS-23
Conservation Police Officer I	09341	MS-18
Conservation Police Officer II	09342	MS-19
Conservation Police Officer Trainee	09345	MS-06
Conservation Police Sergeant	09347	MS-22
Conservation/Historic Preservation Worker	09317	MS-01
Construction Program Assistant	09525	MS-09
Construction Supervisor	09560	MS-14
Contract Specialist I	09566	MS-08
Contract Specialist II	09567	MS-11
Contract Specialist III	09568	MS-14
Cook I	09601	MS-04
Cook II	09602	MS-07
Correctional Casework Supervisor	09655	MS-25
Correctional Counselor I	09661	MS-12
Correctional Counselor II	09662	MS-16
Correctional Counselor III	09663	MS-21

## SUBTITLE B

Correctional Lieutenant	09673	MS-24
Correctional Officer	09675	MS-11
Correctional Officer Trainee	09676	MS-08
Correctional Sergeant	09717	MS-16
Corrections Apprehension Specialist	09750	MS-21
Corrections Assessment Specialist	09758	MS-21
Corrections Clerk I	09771	MS-11
Corrections Clerk II	09772	MS-13
Corrections Clerk III	09773	MS-18
Corrections Command Center Supervisor	09500	MS-32
Corrections Family Services Coordinator	09600	MS-32
Corrections Food Service Supervisor I	09793	MS-13
Corrections Food Service Supervisor II	09794	MS-18
Corrections Food Service Supervisor III	09795	MS-21
Corrections Grounds Supervisor	09796	MS-16
Corrections Identification Supervisor	09800	MS-24
Corrections Identification Technician	09801	MS-13
Corrections Industries Marketing Representative	09803	MS-16
Corrections Industry Lead Worker	09805	MS-16
Corrections Industry Supervisor	09807	MS-21
Corrections Intelligence Program Unit Manager	09798	MS-31
Corrections Laundry Manager I	09808	MS-18
Corrections Laundry Manager II	09809	MS-20
Corrections Law Library Assistant	09819	MS-11
Corrections Leisure Activities Specialist I	09811	MS-12
Corrections Leisure Activities Specialist II	09812	MS-16
Corrections Leisure Activities Specialist III	09813	MS-21
Corrections Leisure Activities Specialist IV	09814	MS-25
Corrections Locksmith	09818	MS-16
Corrections Maintenance Craftsman	09821	MS-16
Corrections Maintenance Supervisor	09822	MS-20
Corrections Maintenance Worker	09823	MS-12
Corrections Nurse I	09825	MS-20
Corrections Nurse II	09826	MS-25
Corrections Nurse Trainee	09836	MS-16
Corrections Parole Agent	09842	MS-16
Corrections Placement Resources Regional Supervisor	09839	MS-31
Corrections Program Administrator	09849	MS-31

## SUBTITLE B

Corrections Psychologist Administrator	09855	MS-32
Corrections Regional Mental Health Services Administrator	09857	MS-32
Corrections Residence Counselor I	09837	MS-13
Corrections Residence Counselor II	09838	MS-20
Corrections Senior Parole Agent	09844	MS-21
Corrections Supply Supervisor I	09861	MS-13
Corrections Supply Supervisor II	09862	MS-18
Corrections Supply Supervisor III	09863	MS-21
Corrections Training Program Supervisor	09860	MS-32
Corrections Transportation Officer I	09871	MS-13
Corrections Transportation Officer II	09872	MS-20
Corrections Treatment Officer	09864	MS-20
Corrections Treatment Officer Supervisor	09865	MS-27
Corrections Treatment Officer Trainee	09866	MS-13
Corrections Treatment Senior Security Supervisor	09867	MS-31
Corrections Unit Superintendent	09868	MS-32
Corrections Utilities Operator	09875	MS-16
Corrections Vocational Instructor	09879	MS-16
Corrections Vocational School Supervisor	09880	MS-20
Court Reporter	09900	MS-12
Court Reporter Supervisor	09903	MS-26
Crime Scene Investigator	09980	MS-25
Criminal Intelligence Analyst I	10161	MS-19
Criminal Intelligence Analyst II	10162	MS-23
Criminal Intelligence Analyst Specialist	10165	MS-28
Criminal Intelligence Analyst Supervisor	10169	MS-32
Criminal Justice Specialist I	10231	MS-14
Criminal Justice Specialist II	10232	MS-23
Criminal Justice Specialist Trainee	10236	MS-10

## SUBTITLE B

Data Processing Administrative Specialist	11415	MS-11
Data Processing Assistant	11420	MS-04
Data Processing Operator	11425	MS-03
Data Processing Operator Trainee	11428	MS-02
Data Processing Specialist	11430	MS-09
Data Processing Supervisor I	11435	MS-08
Data Processing Supervisor II	11436	MS-11
Data Processing Supervisor III	11437	MS-19
Data Processing Technician	11440	MS-06
Data Processing Technician Trainee	11443	MS-04
Day Care Licensing Representative I	11471	MS-14
Day Care Licensing Representative II	11472	MS-19
Deck Hand	11500	MS-15
Dental Assistant	11650	MS-07
Dental Hygienist	11700	MS-11
Dentist I	11751	MS-29
Dentist II	11752	MS-33
Developmental Disabilities Council Program Planner I	12361	MS-09
Developmental Disabilities Council Program Planner II	12362	MS-14
Developmental Disabilities Council Program Planner III	12363	MS-19
Developmental Psychological Services Administrator	12380	MS-32
Dietary Manager I	12501	MS-14
Dietary Manager II	12502	MS-19
Dietitian	12510	MS-12
Disability Appeals Officer	12530	MS-28
Disability Claims Adjudicator I	12537	MS-14
Disability Claims Adjudicator II	12538	MS-19
Disability Claims Adjudicator Trainee	12539	MS-10
Disability Claims Analyst	12540	MS-25
Disability Claims Specialist	12558	MS-21
Disaster Services Planner	12585	MS-21
Document Examiner	12640	MS-28
Drafting Worker	12749	MS-08
Drug Compliance Investigator	12778	MS-31
Economic Development Representative I	12931	MS-16
Economic Development Representative II	12932	MS-21
Economic Development Representative Trainee	12939	MS-10
Economist Associate	12940	MS-12

## SUBTITLE B

Educational Diagnostician	12965	MS-09
Educational Media Program Specialist	12980	MS-16
Educator	13100	MS-26
Educator – Career and Technical	13103	MS-16
Educator – Career and Technical Provisional	13104	MS-15
Educator Aide	13130	MS-08
Educator Intern	13135	MS-10
Electrical Engineer	13180	MS-28
Electroencephalograph Technician	13300	MS-05
Electronic Equipment Installer/Repairer	13340	MS-07
Electronic Equipment Installer/Repairer Lead Worker	13345	MS-09
Electronics Technician	13360	MS-12
Elevator Inspector	13495	MS-21
Elevator Operator	13500	MS-05
Emergency Response Lead Telecommunicator	13540	MS-10
Emergency Response Telecommunicator	13543	MS-08
Employee Benefits Associate	13554	MS-09
Employee Benefits Representative	13555	MS-12
Employee Benefits Specialist	13556	MS-16
Employment Security Field Office Supervisor	13600	MS-23
Employment Security Manpower Representative I	13621	MS-09
Employment Security Manpower Representative II	13622	MS-11
Employment Security Program Representative	13650	MS-11
Employment Security Program Representative – Intermittent	13651	MS-11
Employment Security Service Representative	13667	MS-14
Employment Security Specialist I	13671	MS-11
Employment Security Specialist II	13672	MS-14
Employment Security Specialist III	13673	MS-21
Employment Security Tax Auditor I	13681	MS-16
Employment Security Tax Auditor II	13682	MS-21
End-User Computer Services Specialist I	13691	MS-24
End-User Computer Services Specialist II	13692	MS-28
End-User Computer Systems Analyst	13693	MS-30
Energy and Natural Resources Specialist I	13711	MS-12
Energy and Natural Resources Specialist II	13712	MS-16
Energy and Natural Resources Specialist III	13713	MS-21
Energy and Natural Resources Specialist Trainee	13715	MS-09

## SUBTITLE B

Engineering Technician I	13731	MS-10
Engineering Technician II	13732	MS-13
Engineering Technician III	13733	MS-20
Engineering Technician IV	13734	MS-30
Environmental Engineer I	13751	MS-12
Environmental Engineer II	13752	MS-16
Environmental Engineer III	13753	MS-21
Environmental Engineer IV	13754	MS-28
Environmental Equipment Operator I	13761	MS-09
Environmental Equipment Operator II	13762	MS-11
Environmental Health Specialist I	13768	MS-11
Environmental Health Specialist II	13769	MS-14
Environmental Health Specialist III	13770	MS-19
Environmental Protection Associate	13785	MS-09
Environmental Protection Engineer I	13791	MS-12
Environmental Protection Engineer II	13792	MS-16
Environmental Protection Engineer III	13793	MS-21
Environmental Protection Engineer IV	13794	MS-28
Environmental Protection Geologist I	13801	MS-12
Environmental Protection Geologist II	13802	MS-16
Environmental Protection Geologist III	13803	MS-21
Environmental Protection Legal Investigator I	13811	MS-10
Environmental Protection Legal Investigator II	13812	MS-11
Environmental Protection Legal Investigator Specialist	13815	MS-13
Environmental Protection Specialist I	13821	MS-11
Environmental Protection Specialist II	13822	MS-14
Environmental Protection Specialist III	13823	MS-19
Environmental Protection Specialist IV	13824	MS-28
Environmental Protection Technician I	13831	MS-05
Environmental Protection Technician II	13832	MS-07
Epidemiology Research and Investigation Scientist	13833	MS-29
Equal Pay Specialist	13837	MS-16
Equine Investigator	13840	MS-09
Executive I	13851	MS-19
Executive II	13852	MS-23
Executive Secretary I	14031	MS-08
Executive Secretary II	14032	MS-11
Executive Secretary III	14033	MS-14

## SUBTITLE B

Explosives Inspector I	14051	MS-11
Explosives Inspector II	14052	MS-18
Facility Assistant Fire Chief	14430	MS-10
Facility Fire Chief	14433	MS-13
Facility Fire Safety Coordinator	14435	MS-09
Facility Firefighter	14439	MS-07
Ferry Operator I	14801	MS-18
Ferry Operator II	14802	MS-19
Financial Institutions Examiner I	14971	MS-14
Financial Institutions Examiner II	14972	MS-21
Financial Institutions Examiner III	14973	MS-28
Financial Institutions Examiner Trainee	14978	MS-10
Fingerprint Technician	15204	MS-10
Fingerprint Technician Supervisor	15208	MS-18
Fingerprint Technician Trainee	15209	MS-05
Firearms Eligibility Administrator	15280	MS-32
Firearms Eligibility Analyst I	15371	MS-10
Firearms Eligibility Analyst II	15372	MS-14
Firearms Eligibility Analyst Trainee	15375	MS-08
Fire Certification Specialist I	15281	MS-16
Fire Certification Specialist II	15282	MS-18
Fire Certification Specialist Supervisor	15283	MS-22
Fire Prevention Inspector I	15316	MS-13
Fire Prevention Inspector II	15317	MS-20
Fire Prevention Inspector Trainee	15320	MS-10
Fire Protection Engineer	15340	MS-28
Fire Protection Specialist I	15351	MS-14
Flight Safety Coordinator	15640	MS-28
Florist II	15652	MS-08
Food Services Program Manager	15800	MS-31
Foreign Service Economic Development Executive I	15871	MS-32
Foreign Service Economic Development Executive II	15872	MS-34
Foreign Service Economic Development Representative	15875	MS-30

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Forensic Science Administrator I	15911	MS-31
Forensic Science Administrator II	15912	MS-32
Forensic Science Administrator III	15913	MS-33
Forensic Scientist I	15891	MS-19
Forensic Scientist II	15892	MS-23
Forensic Scientist III	15893	MS-28
Forensic Scientist Trainee	15897	MS-12
Gaming Licensing Analyst	17171	MS-12
Gaming Licensing Specialist	17172	MS-16
Gaming Operations Supervisor	17181	MS-33
Gaming Senior Special Agent	17191	MS-29
Gaming Shift Supervisor	17187	MS-31
Gaming Special Agent	17192	MS-21
Gaming Special Agent Trainee	17195	MS-11
Gaming Unit Supervisor	17201	MS-33
Geographic Information Specialist I	17271	MS-21
Geographic Information Specialist II	17272	MS-29
Geographic Information Trainee	17276	MS-12
Governmental Career Trainee	17325	MS-09
Graduate Pharmacist	17345	MS-23
Graphic Arts Designer	17366	MS-11
Graphic Arts Designer Advanced	17370	MS-14
Graphic Arts Designer Supervisor	17365	MS-19
Graphic Arts Technician	17400	MS-09
Grounds Supervisor	17549	MS-18
Guard I	17681	MS-04
Guard II	17682	MS-06
Guard III	17683	MS-09
Guard Supervisor	17685	MS-11
Guardianship Representative	17710	MS-16
Guardianship Supervisor	17720	MS-24
Habilitation Program Coordinator	17960	MS-16
Handicapped Services Representative I	17981	MS-08
Health Facilities Surveillance Nurse	18150	MS-22
Health Facilities Surveyor I	18011	MS-14
Health Facilities Surveyor II	18012	MS-21
Health Facilities Surveyor III	18013	MS-23

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Health Information Associate	18045	MS-07
Health Information Technician	18047	MS-09
Health Services Investigator I	18179	MS-21
Health Services Investigator II, Option A – General	18185	MS-28
Health Services Investigator II, Option C – Pharmacy	18187	MS-32
Hearing and Speech Advanced Specialist	18227	MS-28
Hearing and Speech Associate	18231	MS-19
Hearing and Speech Specialist	18233	MS-23
Hearing and Speech Technician II	18262	MS-06
Hearings Referee	18300	MS-29
Hearings Referee – Intermittent	18301	MS-29
Heavy Construction Equipment Operator	18465	MS-18
Highway Construction Supervisor I	18525	MS-25
Highway Construction Supervisor II	18526	MS-30
Highway Maintainer	18639	MS-18
Highway Maintenance Lead Worker	18659	MS-18
Historical Actor	18977	MS-14
Historical Documents Conservator	18984	MS-10
Historical Exhibits Designer	18985	MS-12
Historical Library Chief Of Acquisitions	18987	MS-21
Historical Research Editor	19006	MS-11
Historical Research Specialist	19008	MS-23
Housekeeper	19600	MS-03
Human Relations Representative	19670	MS-14
Human Resources Assistant	19690	MS-05
Human Resources Associate	19691	MS-08
Human Resources Trainee	19694	MS-04
Human Rights Investigator I	19774	MS-14
Human Rights Investigator II	19775	MS-19
Human Rights Investigator III	19776	MS-21
Human Rights Investigator Trainee	19768	MS-09
Human Rights Mediation Supervisor	19769	MS-23
Human Rights Mediator	19771	MS-16
Human Rights Specialist I	19778	MS-11
Human Rights Specialist II	19779	MS-14
Human Rights Specialist III	19780	MS-19

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Human Services Casework Manager	19788	MS-23
Human Services Caseworker	19785	MS-14
Human Services Grants Coordinator I	19791	MS-11
Human Services Grants Coordinator II	19792	MS-16
Human Services Grants Coordinator III	19793	MS-23
Human Services Grants Coordinator Trainee	19796	MS-09
Human Services Sign Language Interpreter	19810	MS-14
Iconographer	19880	MS-09
Industrial and Community Development Representative I	21051	MS-16
Industrial and Community Development Representative II	21052	MS-21
Industrial Commission Reporter	21080	MS-14
Industrial Commission Technician	21095	MS-08
Industrial Services Consultant I	21121	MS-11
Industrial Services Consultant II	21122	MS-14
Industrial Services Consultant Trainee	21125	MS-08
Industrial Services Hygienist	21127	MS-21
Industrial Services Hygienist Technician	21130	MS-14
Industrial Services Hygienist Trainee	21133	MS-09
Information Services Specialist I	21161	MS-16
Information Services Specialist II	21162	MS-21
Information Systems Analyst I	21165	MS-25
Information Systems Analyst II	21166	MS-29
Information Systems Analyst III	21167	MS-32
Information Technology/Communications Systems Specialist I	21216	MS-21
Information Technology/Communications Systems Specialist II	21217	MS-31
Information Technology Trainee	21163	MS-12
Inhalation Therapist	21259	MS-05
Inhalation Therapy Supervisor	21260	MS-08
Institutional Maintenance Worker	21465	MS-05
Instrument Designer	21500	MS-19
Insurance Analyst	21571	MS-09
Insurance Analyst Specialist	21572	MS-11
Insurance Analyst Trainee	21566	MS-04
Insurance Company Claims Examiner I	21601	MS-16
Insurance Company Claims Examiner II	21602	MS-21
Insurance Company Field Staff Examiner	21608	MS-14
Insurance Company Financial Examiner Trainee	21610	MS-10
Insurance Financial Specialist	21613	MS-23

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Insurance Performance Examiner I	21671	MS-11
Insurance Performance Examiner II	21672	MS-16
Insurance Performance Examiner III	21673	MS-23
Insurance Performance Examiner Trainee	21680	MS-09
Insurance Senior Analyst	21573	MS-14
Intermittent Clerk	21686	MS-02
Intermittent Laborer (Maintenance)	21687	MS-08
Intermittent Unemployment Insurance Representative	21689	MS-09
Intermittent Unemployment Insurance Technician	21690	MS-04
Internal Auditor I	21721	MS-16
Internal Auditor II	21727	MS-23
Internal Auditor Trainee	21726	MS-09
Internal Investigations Principal Evaluation Supervisor	21735	MS-31
Internal Investigations Supervisor	21740	MS-31
Internal Security Investigator I	21731	MS-22
Internal Security Investigator II	21732	MS-28
International Marketing Representative I	21761	MS-11
Janitor I	21951	MS-13
Janitor II	21952	MS-14
Juvenile Justice Chief of Security	21965	MS-31
Juvenile Justice Psychologist Administrator	21967	MS-32
Juvenile Justice School Counselor	21970	MS-26
Juvenile Justice Specialist	21971	MS-20
Juvenile Justice Specialist Intern	21976	MS-13
Juvenile Justice Supervisor	21980	MS-27
Juvenile Justice Unit Superintendent	21985	MS-32
Juvenile Justice Vocational Instructor	21987	MS-16
Juvenile Justice Youth and Family Specialist Option 1	21991	MS-19
Juvenile Justice Youth and Family Specialist Option 2	21992	MS-23
Juvenile Justice Youth and Family Specialist Supervisor	21995	MS-28
Kidcare Supervisor	22003	MS-23
Labor Conciliator	22750	MS-23
Labor Maintenance Lead Worker	22809	MS-16
Laboratory Assistant	22995	MS-03
Laboratory Associate I	22997	MS-07
Laboratory Associate II	22998	MS-09
Laboratory Equipment Specialist	22990	MS-19
Laboratory Quality Specialist I	23021	MS-21
Laboratory Quality Specialist II	23022	MS-25

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Laboratory Research Scientist	23025	MS-29
Laboratory Research Specialist I	23027	MS-21
Laboratory Research Specialist II	23028	MS-25
Laborer (Maintenance)	23080	MS-15
Land Acquisition Agent I	23091	MS-12
Land Acquisition Agent II	23092	MS-19
Land Acquisition Agent III	23093	MS-25
Land Reclamation Specialist I	23131	MS-11
Land Reclamation Specialist II	23132	MS-16
Land Reclamation Specialist Trainee	23137	MS-09
Landscape Architect	23145	MS-28
Landscape Planner	23150	MS-21
Laundry Manager I	23191	MS-10
Law Enforcement Training Administrator	23260	MS-32
Legal Research Assistant	23350	MS-10
Liability Claims Adjuster I	23371	MS-11
Liability Claims Adjuster II	23372	MS-19
Liability Claims Adjuster Trainee	23375	MS-09
Librarian I	23401	MS-14
Librarian II	23402	MS-19
Library Aide I	23421	MS-03
Library Associate	23430	MS-09
Library Technical Assistant	23450	MS-07
Licensed Practical Nurse I	23551	MS-09
Licensed Practical Nurse II	23552	MS-10
Licensed Practical Nurse – Corrections	23549	MS-12
Licensing Assistant	23568	MS-05
Licensing Investigations Supervisor	23577	MS-32
Licensing Investigator I	23571	MS-10
Licensing Investigator II	23572	MS-13
Licensing Investigator III	23573	MS-15
Licensing Investigator IV	23574	MS-20
Life Sciences Career Trainee	23600	MS-09
Liquor Control Inspector	23741	MS-13
Liquor Control Inspector Trainee	23744	MS-10
Liquor Control Investigator	23753	MS-21
Liquor Control Investigator Trainee	23756	MS-11

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Local Housing Advisor I	24031	MS-11
Local Housing Advisor II	24032	MS-14
Local Housing Advisor III	24033	MS-19
Local Revenue and Fiscal Advisor I	24101	MS-12
Local Revenue and Fiscal Advisor II	24102	MS-16
Local Revenue and Fiscal Advisor III	24103	MS-21
Lock and Dam Tender	24290	MS-07
Locksmith	24300	MS-16
Lottery Commodities Distributor II	24402	MS-09
Lottery Drawing Senior Specialist	24413	MS-11
Lottery Drawing Specialist	24410	MS-09
Lottery Regional Coordinator	24504	MS-21
Lottery Sales Representative	24515	MS-14
Lottery Telemarketing Representative	24520	MS-06
Maintenance Equipment Operator	25020	MS-18
Maintenance Worker	25500	MS-16
Management Operations Analyst I	25541	MS-19
Management Operations Analyst II	25542	MS-23
Management Operations Analyst Trainee	25545	MS-12
Management Systems Specialist	25583	MS-25
Manpower Planner I	25591	MS-11
Manpower Planner II	25592	MS-16
Manpower Planner III	25593	MS-23
Manpower Planner Trainee	25597	MS-09
Manuscripts Manager	25610	MS-21
Meat and Poultry Inspector	26070	MS-10
Meat and Poultry Inspector Supervisor	26073	MS-13
Meat and Poultry Inspector Trainee	26075	MS-07
Mechanical Engineer I	26201	MS-12
Mechanical Engineer II	26202	MS-16
Mechanical Engineer III	26203	MS-21
Medicaid Management Analyst	26301	MS-20
Medicaid Management Intern	26305	MS-13
Medical Administrator I Option C	26400	MS-60
Medical Administrator I Option D	26401	MS-62
Medical Administrator II Option C	26402	MS-61
Medical Administrator II Option D	26403	MS-64
Medical Administrator III	26404	MS-65
Medical Administrator IV	26405	MS-66

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Medical Assistance Consultant I	26501	MS-10
Medical Assistance Consultant II	26502	MS-14
Medical Assistance Consultant III	26503	MS-21
Mental Health Administrator I	26811	MS-19
Mental Health Administrator II	26812	MS-23
Mental Health Administrator Trainee	26817	MS-14
Mental Health Program Administrator	26908	MS-63
Mental Health Recovery Support Specialist I	26921	MS-16
Mental Health Recovery Support Specialist II	26922	MS-19
Mental Health Specialist I	26924	MS-09
Mental Health Specialist II	26925	MS-11
Mental Health Specialist III	26926	MS-14
Mental Health Specialist Trainee	26928	MS-08
Mental Health Technician I	27011	MS-04
Mental Health Technician II	27012	MS-05
Mental Health Technician III	27013	MS-06
Mental Health Technician IV	27014	MS-07
Mental Health Technician V	27015	MS-08
Mental Health Technician VI	27016	MS-09
Mental Health Technician Trainee	27020	MS-03
Meteorologist	27120	MS-19
Methods and Procedures Advisor I	27131	MS-11
Methods and Procedures Advisor II	27132	MS-14
Methods and Procedures Advisor III	27133	MS-23
Methods and Procedures Career Associate I	27135	MS-08
Methods and Procedures Career Associate II	27136	MS-09
Methods and Procedures Career Associate Trainee	27137	MS-06
Metrologist Associate	27146	MS-12
Microbiologist I	27151	MS-14
Microbiologist II	27152	MS-21
Microfilm Laboratory Technician I	27175	MS-04
Microfilm Laboratory Technician II	27176	MS-06
Microfilm Operator I	27181	MS-03
Microfilm Operator II	27182	MS-04
Microfilm Operator III	27183	MS-05
Mine Rescue Station Assistant	28150	MS-07
Motorist Assistance Specialist	28490	MS-05
Museum Theater Systems Technician	28700	MS-12
Narcotics and Currency Unit Supervisor	28750	MS-32

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Natural Resources Advanced Specialist	28833	MS-23
Natural Resources Coordinator	28831	MS-12
Natural Resources Coordinator Trainee	28830	MS-09
Natural Resources Education Program Coordinator	28834	MS-23
Natural Resources Grant Coordinator	28835	MS-20
Natural Resources Manager I	28836	MS-23
Natural Resources Manager II	28837	MS-26
Natural Resources Manager III	28838	MS-30
Natural Resources Site Manager I	28841	MS-23
Natural Resources Site Manager II	28842	MS-26
Natural Resources Specialist	28832	MS-19
Natural Resources Technician I	28851	MS-07
Natural Resources Technician II	28852	MS-10
Nursing Act Assistant Coordinator	29731	MS-25
Nutritionist	29820	MS-19
Occupational Therapist	29900	MS-16
Occupational Therapist Program Coordinator	29908	MS-21
Occupational Therapist Supervisor	29910	MS-25
Office Administrative Specialist	29990	MS-09
Office Administrator I	29991	MS-04
Office Administrator II	29992	MS-06
Office Administrator III	29993	MS-08
Office Administrator IV	29994	MS-11
Office Administrator V	29995	MS-12
Office Aide	30005	MS-02
Office Assistant	30010	MS-04
Office Associate	30015	MS-05
Office Clerk	30020	MS-03
Office Coordinator	30025	MS-06
Office Occupations Trainee	30075	MS-01
Office Specialist	30080	MS-08
Oral Health Consultant	30317	MS-19
Paralegal Assistant	30860	MS-11
Pest Control Operator	31810	MS-07
Pharmacy Lead Technician	32009	MS-06
Pharmacy Manager	32025	MS-33
Pharmacy Services Coordinator	32010	MS-32
Pharmacy Technician	32011	MS-04

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Photographer	32080	MS-11
Photographic Technician I	32091	MS-08
Photographic Technician II	32092	MS-11
Photographic Technician III	32093	MS-12
Physical Therapist	32145	MS-16
Physical Therapist Program Coordinator	32153	MS-21
Physical Therapy Aide II	32192	MS-05
Physical Therapy Aide III	32193	MS-08
Physician	32200	MS-36
Physician Assistant	32210	MS-27
Physician Specialist – Option A	32221	MS-37
Physician Specialist – Option B	32222	MS-38
Physician Specialist – Option C	32223	MS-61
Physician Specialist – Option D	32224	MS-63
Physician Specialist – Option E	32225	MS-65
Plant and Pesticide Specialist I	32501	MS-15
Plant and Pesticide Specialist II	32502	MS-20
Plant and Pesticide Specialist Supervisor	32506	MS-20
Plumbing Consultant	32910	MS-28
Plumbing Inspector	32915	MS-22
Podiatrist	32960	MS-11
Police Lieutenant	32977	MS-31
Police Officer I	32981	MS-15
Police Officer II	32982	MS-20
Police Officer III	32983	MS-24
Police Training Specialist	32990	MS-16
Polygraph Examiner I	33001	MS-20
Polygraph Examiner II	33002	MS-24
Polygraph Examiner III	33003	MS-28
Polygraph Examiner Trainee	33005	MS-12
Portable Scales Coordinator	33020	MS-21
Portable Scales Operator	33021	MS-18
Portable Scales Operator Trainee	33022	MS-14
Portable Scales Senior Operator	33023	MS-20
Power Shovel Operator	33360	MS-18
Private Secretary I	34201	MS-14
Private Secretary II	34202	MS-18
Procurement Representative	34540	MS-06

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Products and Standards Inspector	34603	MS-11
Products and Standards Inspector Trainee	34605	MS-09
Program Integrity Auditor I	34631	MS-14
Program Integrity Auditor II	34632	MS-21
Program Integrity Auditor Trainee	34635	MS-09
Project Designer	34725	MS-21
Property and Supply Clerk I	34791	MS-03
Property and Supply Clerk II	34792	MS-04
Property and Supply Clerk III	34793	MS-05
Property Consultant	34900	MS-12
Psychologist Associate	35626	MS-12
Psychologist I	35611	MS-16
Psychologist II	35612	MS-23
Psychologist III	35613	MS-28
Psychology Intern	35660	MS-15
Public Administration Intern	35700	MS-11
Public Aid Eligibility Assistant	35825	MS-05
Public Aid Investigator	35870	MS-21
Public Aid Investigator Trainee	35874	MS-11
Public Aid Lead Casework Specialist	35880	MS-16
Public Aid Program Quality Analyst	35890	MS-21
Public Aid Quality Control Reviewer	35892	MS-16
Public Aid Quality Control Supervisor	35900	MS-21
Public Aid Staff Development Specialist I	36071	MS-12
Public Aid Staff Development Specialist II	36072	MS-16
Public Aid Staff Development Specialist III	36073	MS-22
Public Health Educator	36430	MS-21
Public Health Educator Associate	36434	MS-11
Public Health Program Specialist I	36611	MS-11
Public Health Program Specialist II	36612	MS-14
Public Health Program Specialist III	36613	MS-21
Public Health Program Specialist Trainee	36615	MS-09
Public Information Coordinator	36750	MS-19
Public Information Officer III	37003	MS-21
Public Information Officer IV	37004	MS-25
Public Safety Drug Screening Specialist	37006	MS-16
Public Safety Inspector	37007	MS-14
Public Safety Inspector Trainee	37010	MS-07

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

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Reproduction Service Supervisor I	38201	MS-10
Reproduction Service Technician I	38203	MS-03
Reproduction Service Technician II	38204	MS-06
Reproduction Service Technician III	38205	MS-08
Research Economist	38209	MS-18
Research Fellow, Option B	38211	MS-19
Research Scientist I	38231	MS-10
Research Scientist II	38232	MS-14
Research Scientist III	38233	MS-23
Resident Physician	38270	MS-15
Residential Care Program Supervisor I	38271	MS-22
Residential Care Worker	38277	MS-09
Residential Care Worker Trainee	38279	MS-05
Resource Planner I	38281	MS-16
Resource Planner II	38282	MS-21
Resource Planner III	38283	MS-28
Retirement Benefits Representative	38313	MS-09
Retirement Benefits Representative Supervisor	38314	MS-11
Retirement Benefits Representative Trainee	38316	MS-07
Retirement System Benefits Technician I	38321	MS-11
Retirement System Benefits Technician II	38322	MS-21
Retirement System Disability Specialist	38310	MS-21
Revenue Audit Supervisor	38369	MS-32
Revenue Auditor I	38371	MS-14
Revenue Auditor II	38372	MS-21
Revenue Auditor III	38373	MS-28
Revenue Auditor Trainee	38375	MS-09
Revenue Collection Officer I	38401	MS-12
Revenue Collection Officer II	38402	MS-16
Revenue Collection Officer III	38403	MS-21
Revenue Collection Officer Trainee	38405	MS-09
Revenue Computer Audit Specialist	38425	MS-29
Revenue Senior Special Agent	38557	MS-29
Revenue Special Agent	38558	MS-21
Revenue Special Agent Trainee	38565	MS-11
Revenue Tax Specialist I	38571	MS-09
Revenue Tax Specialist II	38572	MS-11
Revenue Tax Specialist III	38573	MS-16
Revenue Tax Specialist Trainee	38575	MS-07

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Safety Responsibility Analyst	38910	MS-09
Safety Responsibility Analyst Supervisor	38915	MS-11
School Psychologist	39200	MS-21
Security Guard I	39851	MS-13
Security Guard II	39852	MS-14
Security Officer	39870	MS-10
Security Officer Chief	39875	MS-13
Security Officer Lieutenant	39876	MS-11
Security Officer Sergeant	39877	MS-10
Security Therapy Aide I	39901	MS-10
Security Therapy Aide II	39902	MS-11
Security Therapy Aide III	39903	MS-13
Security Therapy Aide IV	39904	MS-16
Security Therapy Aide Trainee	39905	MS-06
Seed Analyst I	39951	MS-09
Seed Analyst II	39952	MS-10
Seed Analyst Trainee	39953	MS-07
Senior Ranger	40090	MS-11
Sex Offender Registration Unit Supervisor	40700	MS-33
Sex Offender Therapist I	40531	MS-16
Sex Offender Therapist II	40532	MS-21
Shift Supervisor	40800	MS-31
Sign Hanger	40900	MS-16
Sign Hanger Foreman	40910	MS-18
Sign Shop Foreman	41000	MS-12
Silk Screen Operator	41020	MS-17
Site Assistant Superintendent I	41071	MS-12
Site Assistant Superintendent II	41072	MS-16
Site Interpreter	41090	MS-07
Site Interpretive Coordinator	41093	MS-10
Site Security Officer	41115	MS-06
Site Services Specialist I	41117	MS-12
Site Services Specialist II	41118	MS-16
Site Superintendent I	41211	MS-20
Site Superintendent II	41212	MS-25
Site Superintendent III	41213	MS-29
Site Technician I	41131	MS-07
Site Technician II	41132	MS-09
Small Engine Mechanic	41150	MS-10

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

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Student Intern	43190	MS-01
Student Worker	43200	MS-01
Supervising Vehicle Testing Compliance Officer	43680	MS-22
Support Service Coordinator I	44221	MS-07
Support Service Coordinator II	44222	MS-09
Support Service Lead	44225	MS-04
Support Service Worker	44238	MS-03
Switchboard Chief Operator	44410	MS-11
Switchboard Operator I	44411	MS-03
Switchboard Operator II	44412	MS-04
Switchboard Operator III	44413	MS-06
Technical Advisor Advanced Program Specialist	45256	MS-31
Technical Advisor I	45251	MS-19
Technical Advisor II	45252	MS-23
Technical Advisor III	45253	MS-29
Technical Manager I	45261	MS-18
Telecommunications Specialist	45295	MS-12
Telecommunications Supervisor	45305	MS-23
Telecommunications Systems Analyst	45308	MS-16
Telecommunications Systems Technician I	45312	MS-07
Telecommunications Systems Technician II	45313	MS-10
Telecommunications Systems Technician Trainee	45314	MS-05
Telecommunicator	45321	MS-09
Telecommunicator – Command Center	45316	MS-10
Telecommunicator Call Taker	45322	MS-11
Telecommunicator Lead Call Taker	45323	MS-14
Telecommunicator Lead Specialist	45327	MS-16
Telecommunicator Lead Worker	45324	MS-11
Telecommunicator Lead Worker – Command Center	45318	MS-12
Telecommunicator Specialist	45326	MS-12
Telecommunicator Trainee	45325	MS-07
Terrorism Research Specialist I	45371	MS-19
Terrorism Research Specialist II	45372	MS-23
Terrorism Research Specialist III	45373	MS-28
Terrorism Research Specialist Trainee	45375	MS-11
Tobacco Compliance Specialist	45595	MS-20
Transportation Officer	45830	MS-11
Transportation Seasonal Office Worker	45864	MS-03
Truck Weighing Inspector	46100	MS-10

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Unemployment Insurance Adjudicator I	47001	MS-08
Unemployment Insurance Adjudicator II	47002	MS-10
Unemployment Insurance Adjudicator III	47003	MS-12
Unemployment Insurance Revenue Analyst I	47081	MS-12
Unemployment Insurance Revenue Analyst II	47082	MS-16
Unemployment Insurance Revenue Specialist	47087	MS-10
Unemployment Insurance Special Agent	47096	MS-19
Utility Engineer I	47451	MS-20
Utility Engineer II	47452	MS-24
Vehicle Compliance Inspector	47570	MS-15
Vehicle Emission Compliance Inspector	47580	MS-10
Vehicle Emission Compliance Supervisor	47583	MS-12
Vehicle Emission Quality Assurance Auditor	47584	MS-10
Vehicle Permit Evaluator	47585	MS-08
Veterans Educational Specialist	47686	MS-28
Veterans Employment Representative I	47701	MS-11
Veterans Employment Representative II	47702	MS-14
Veterans Employment Representative III	47703	MS-20
Veterans Nursing Assistant – Certified	47750	MS-05
Veterans Service Officer	47800	MS-11
Veterans Service Officer Associate	47804	MS-10
Veterinarian I	47901	MS-19
Veterinarian II	47902	MS-23
Veterinarian III	47903	MS-25
Veterinary Consumer Safety Officer	47911	MS-20
Veterinary Pathologist	47916	MS-29
Veterinary Supervisor I	47917	MS-25
Veterinary Supervisor II	47918	MS-26
Vision/Hearing Consultant I	47941	MS-14
Vision/Hearing Consultant II	47942	MS-23
Vision/Hearing Consultant III	47943	MS-25
Vital Records Quality Control Inspector	48000	MS-10
Vocational Instructor	48200	MS-09
Volunteer Services Coordinator I	48481	MS-10
Volunteer Services Coordinator II	48482	MS-14
Volunteer Services Coordinator III	48483	MS-19
Wage Claims Specialist	48770	MS-06

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

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

(Source: Amended at 47 Ill. Reg. 12738, effective August 14, 2023)

### Section 310.415 Merit Compensation Salary Range Assignments

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

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

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

**Section 310.420 Objectives**

The principal objectives of the Merit Compensation System are:

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

**Section 310.430 Responsibilities**

- a) It shall be the responsibility of each agency head:

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

**Section 310.440 Merit Compensation Salary Schedule**

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

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

**Section 310.450 Procedures for Determining Annual Merit Increases and Bonuses**

- a) Definitions –
  - 1) Annual Merit Increase – An annual merit increase is an in-range salary adjustment for demonstrated performance.
  - 2) Annual Merit Bonus – An annual merit bonus is a percentage of the employee's annualized base salary that is paid once for demonstrated performance and separately from the base salary.
- b) Eligibility Conditions– Eligibility for an annual merit increase and bonus shall be determined by the following conditions:

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- 1) 12 Months Creditable Service or from the Last Officially Scheduled Performance Review and Performance Review Discussion – Each employee will be eligible for a performance review: after attaining 12 months creditable service if new to the position; if continually in the one position for longer than 12 months from the last officially scheduled performance review (80 Ill. Adm. Code 302.270(d)); if continually in the one Trainee Program (80 Ill. Adm. Code 302.170) position for 12 months and each subsequent 12 months in the same position; if continually in the one position which is Personnel Code [20 ILCS 415] Section 4(d) exempt or otherwise partially, Jurisdiction B, exempt from the Personnel Code and each subsequent 12 months in the same position; if the combined time in the position and in a completed interim assignment is longer than 12 months from the last officially scheduled performance review; or if in interim assignment and the employee's creditable service date is 12 months or more ago, the employee shall return from a leave to serve in interim assignment for the employee's Performance Review and discussion. The employee's immediate supervisor shall prepare a Merit Compensation and Performance System form prior to the Performance Review Date or if the employee just returned from a leave to serve in interim assignment for the purpose of receiving the Performance Review, the employee's immediate supervisor shall prepare a Merit Compensation and Performance System form on the date the employee returned with input from the employee's immediate supervisor while in interim assignment. The employee's immediate supervisor shall discuss the results with the employee.
- 2) Guidechart Category Amount, Salary Range Maximum in Relation to Base Salary Increase and Current Base Salary –
  - A) Annual Merit Increase – Should the performance review result in the employee not being eligible for an annual merit increase due to provisions of Section 310.450(d), or should the employee's base rate be at the maximum rate of pay of the salary range assigned to the employee's position, the employee will not be eligible for an annual merit increase until 12 months of additional creditable service has been accrued. (Interim Assignment Pay shall never be used to determine eligibility for an annual merit increase.)

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

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- g) Effective Date and New Creditable Service Date – The annual merit increase and bonus shall become effective the first day of the month in which the employee's Performance Review Date occurs. The employee's new creditable service date shall be the first day of the month in which the employee's Performance Review Date occurred or would have occurred if the employee had not been in interim assignment on that date.

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

**Section 310.455 Intermittent Merit Increase (Repealed)**

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

**Section 310.456 Merit Zone (Repealed)**

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

**Section 310.460 Other Pay Increases**

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

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

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

**Section 310.470 Adjustment**

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

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or position. The adjustment shall not change the creditable service date.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.480 Decreases in Pay**

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

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

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

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

**Section 310.490 Other Pay Provisions**

- a) Transfer – Upon assignment of an employee to a vacant position in a class with the same salary range as the class for the position being vacated, the employee's base salary will not be changed. Upon separation and subsequent appointment to a position in the same salary range, no increase in salary will be given. Any deviation from no change to the employee's base salary is a special salary adjustment (see Section 310.470).
- b) Entrance Base Salary – Each agency shall not request current or past wage or salary at any location (website, form or process). 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. In-hire rates assigned to trainee program classifications are the entrance base salary (see Section 310.47).
  - 1) When the new-to-State-government candidate only meets the minimum of the classification requirements, the entrance base salary is the lowest salary in the anticipated starting salary range, the anticipated starting salary, or the in-hire rate.

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

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

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## 2) Overtime Pay –

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

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- e) Equivalent Earned Time –
- 1) Eligibility – Employees who are non-union, exempt under the Federal Fair Labor Standards Act, and in positions not eligible for overtime compensation may receive equivalent earned time for hours worked in excess of the hours per week indicated in the approved work schedule (see 80 Ill. Adm. Code 303.300(c)) assigned to the employee.
  - 2) Accrual –
    - A) Employees who are eligible for equivalent earned time shall request that time before working in excess of the hours per week indicated in the approved work schedule assigned to the employee. Requests for equivalent earned time may be granted by the agency at its discretion, considering its operating needs. Equivalent earned time shall be accrued at straight time only to a maximum of 240 hours at any time.
    - B) Equivalent earned time will accrue in no less than one-quarter hour increments.
  - 3) Compensation – Any approved equivalent earned time shall be taken at a time convenient to the employee and consistent with the operating needs of the agency. The equivalent earned time may be taken in increments of not less than one-quarter hour after a minimum use of one-half hour any time after it is earned. At no time is equivalent earned time to be converted into cash payment. Equivalent earned time may transfer from one agency to another at the discretion of the agency head of the agency to which the employee is moving.
- f) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis computed by dividing the annual rate of salary by the total number of work days in the year.

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- g) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum payments cannot be given in these transactions. Methods of computation are explained in Section 310.520(a).

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

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

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- j) Temporary Bilingual Pay – When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary bilingual pay when required to perform duties requiring the ability. The temporary bilingual pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- k) Salary Treatment Upon Reemployment –
  - 1) Upon the reemployment of an employee in a class with the same salary range as the class for the position held before layoff, the employee will be placed at the same salary as held at the time of the layoff, and the employee's creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
  - 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the same salary as held at the time of layoff, except that if this exceeds the maximum of the new range, the employee will be placed at that maximum salary. The creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- l) Reinstatement –
  - 1) For Former State Employees Subject to the Personnel Code Who Had Intervening Employment Outside of State Government – Former State employees subject to the Personnel Code who had intervening employment outside of State government shall be paid under the conditions and requirements applicable to entrance base salary (see subsections (b), (b)(1) and (b)(2)(A)).

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- 2) For Former State Employees Subject to the Personnel Code Who Had No Intervening Employment or Only Had Intervening State Government Employment – For former State employees subject to the Personnel Code who had no intervening employment or only had intervening State government employment, the salary upon reinstatement should not provide more than a 5% increase over the candidate's current base salary or exceed the salary rate held in the position in which previously certified without prior approval of the Director. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the salary range, is a special salary adjustment (see Section 310.470).
- m) Bilingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- n) Clothing or Equipment Allowance – An employee may be paid an amount in addition to the employee's base salary to compensate for clothing or equipment that is required in the performance of assigned duties. The amount will be determined by the Director of the employing agency, and will require approval of the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstance.
- o) Interim Assignment Pay – This subsection explains interim assignment pay as applied to certified non-bargaining unit employees in a merit compensation (including broad-band) position assigned to perform on a full-time interim basis and be accountable for the higher-level duties and responsibilities of the non-bargaining unit (merit compensation, including broad-band) position. On the effective date of the employee's interim assignment (see 80 Ill. Adm. Code 302.150(j)), the employee shall receive an adjustment as if the employee received a promotion into the higher range. When assigned to the merit compensation position, the adjustment is an amount not more than 5% of the employee's current base salary. In no event is the resulting salary to be lower than the minimum rate or greater than the maximum rate of the salary range to which the employee is being assigned. Upon interim assignment, the employee's creditable service date shall not change. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the salary range, is a special salary adjustment (see Section 310.470).

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- p) International Differential Pay – For positions with a headquarters outside of the United States, a differential shall be made once a month to the base salary of the employee residing outside the United States to compensate for a change in the currency exchange rate.

(Source: Amended at 47 Ill. Reg. 10482, effective July 1, 2023)

**Section 310.495 Broad-Band Pay Range Classes**

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

- a) Salary Range – The salary range for broad-band classes shall be as set out in Appendix G.
- b) Entrance Base Salary – Each agency shall not request current or past wage or salary at any location (website, form or process). 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. In-hire rates assigned to trainee program classifications are the entrance base salary (see Section 310.47).
- 1) When the new-to-State-government candidate only meets the minimum of the classification requirements, the entrance base salary is the lowest salary in the anticipated starting salary range, the anticipated starting salary, or the in-hire rate.
- 2) Qualifications Above Minimum Requirements –
- A) For Other Than Trainee Classification Titles When the Candidate is New to State Government – For other than trainee classification titles when the candidate is new to State government, State agencies shall not seek, request or require a candidate’s current wage or salary history. Agencies shall not use a candidate’s current wage or salary history to screen applicants or request or require current wage or salary history information as a condition for being considered for employment or for an offer of employment. Agencies shall stop the verification of a candidate’s current wage or salary history. When the new-to-State-government candidate exceeds the minimum of the classification

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requirements, the entrance base salary is the in-hire rate, the anticipated starting salary, within the anticipated starting salary range, or the rate resulting from a special salary request that is pre-approved by the Department. The anticipated starting salary and the selected new-to-State-government candidate's qualifications shall inform the entrance base salary offer. The qualifications that shall be considered are documented education and experience directly-related to the position description and exceeding the minimum requirements on the class specification. The agency shall tell the new-to-State-government candidate not to disclose his or her current wage or salary history. The new-to-State-government applicant may discuss his or her salary expectations for the position being filled. If the tentatively accepted offer is not the in-hire rate, anticipated starting salary, or within the anticipated starting salary range, the agency shall complete a Special Salary Request-New Employee form (CMS-163) identifying both the pre-established anticipated starting salary and the justification for hiring the selected candidate at the tentatively offered and accepted higher starting salary.

- B) For Other Than Trainee Classification Titles in Which the Current State Government Employee is a Candidate for a Position Subject to the Personnel Code – For other than trainee classification titles in which the current State government employee is a candidate for a position subject to the Personnel Code, if a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 5% above the candidate's current base salary. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.470).
- c) Salary Adjustment for Substantial Additional Duties and Responsibilities within the Same Position or for Transfer to Another Position with Substantial Additional Duties and Responsibilities in the Same Title – An upward salary adjustment that is not more than 5% above the employee's current base salary in a broad-band position classification may be made by the employing agency where the employee's position has been given substantial additional duties and responsibilities but will remain in the same classification or where the employee transfers to another position with substantial additional duties and responsibilities in the same broad-band class. Any deviation from the 5% maximum is a special

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salary adjustment (see Section 310.470). The salary adjustment shall not change the creditable service date.

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

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**Section 310.500 Definitions**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

"Option" – The denotation of directly-related education, experience and/or knowledge, skills and abilities required to qualify for the position allocated to the classification. The requirements may meet or exceed the requirements indicated in the class specification. The following options are for the Public Service Administrator classification and have a 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
- 7 = Law Enforcement/Correctional
- 7A = Sworn Law Enforcement

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- 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 Dietitian
- 8K = Special License – Licensed Psychologist
- 8L = Special License – Law License
- 8N = Special License – Registered Nurse License
- 8O = Special License – Occupational Therapist License
- 8P = Special License – Pharmacist License
- 8Q = Special License – Religious Ordination by Recognized Commission
- 8R = Special License – Dental Hygienist
- 8S = Special License – Social Worker/Clinical Social Worker
- 8T = Special License – Professional Educator License and Administrative Endorsement
- 8U = Special License – Physical Therapist License
- 8V = Special License – Audiologist License
- 8W = Special License – Speech-Language Pathologist License
- 8Y = Special License – Plumbing License
- 8Z = Special License – Special Metrologist Training
- 9A = Special License – Certified Internal Auditor
- 9B = Special License – Certified Information Systems Auditor
- 9C = Special License – Landscape Architect
- 9D = Special License – Certified Real Estate Appraisal License
- 9G = Special License – Registered Professional Geologist License

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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

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- 8U = Special License – Landscape Architect  
8Z = Special License – Certified Real Estate Appraisal License

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

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

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

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

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

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

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

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

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

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

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

(Source: Amended at 47 Ill. Reg. 10482, effective July 1, 2023)

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

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

**Section 310.520 Conversion of Base Salary to Daily or Hourly Equivalents**

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

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

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(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

### Section 310.530 Implementation

- a) The salary schedules for the Merit Compensation System will continue as set forth in Appendices D and G (Pay Plan).
- b) The Merit Increase and Bonus Guidechart as set forth in Section 310.540 (Pay Plan).
- c) The Fiscal Year 2023 Merit Compensation Cost-of-Living Adjustment as set forth in Section 310.550 (Pay Plan).

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

### Section 310.540 Annual Merit Increase and Bonus Guidechart

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

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

### Section 310.550 Fiscal Year 2023 Merit Compensation Cost-of-Living Adjustment

Effective July 1, 2022, each current merit compensation (includes broad-band) State employee shall receive a 3.95% cost-of-living adjustment to the employee's base salary. No temporary, emergency or provisional employee shall receive the cost-of-living adjustment. The Department will program the cost-of-living adjustment automatically. No agency action will be required.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

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**Section 310.560 Merit Incentive Program (Repealed)**

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

**Section 310.570 Gain Sharing Program (Repealed)**

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

SUBPART D: FROZEN NEGOTIATED-RATES-OF-PAY DUE TO FISCAL YEAR  
APPROPRIATIONS AND EXPIRED SALARY SCHEDULES IN COLLECTIVE  
BARGAINING UNIT AGREEMENTS

**Section 310.600 Jurisdiction (Repealed)**

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

**Section 310.610 Pay Schedules (Repealed)**

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

**Section 310.620 In-Hiring Rate (Repealed)**

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

**Section 310.630 Definitions (Repealed)**

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

**Section 310.640 Increases in Pay (Repealed)**

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

**Section 310.650 Other Pay Provisions (Repealed)**

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

**Section 310.660 Effective Date (Repealed)**

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

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**Section 310.670 Negotiated Rate (Repealed)**

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

**Section 310.680 Trainee Rate (Repealed)**

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

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

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

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

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

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

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

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

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**Effective July 1, 2022**

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

**Longevity Bonus Rates**

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

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

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

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

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

**Effective July 1, 2022**

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Agricultural Executive	00800	RC-056	20
Agricultural Land and Water Resources Supervisor	00811	RC-056	21
Natural Resources Education Program Coordinator	28834	RC-056	20
Natural Resources Grant Coordinator	28835	RC-056	19

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Natural Resources Manager I	28836	RC-056	20
Natural Resources Manager II	28837	RC-056	22
Natural Resources Manager III	28838	RC-056	24
Natural Resources Site Manager I	28841	RC-056	20
Natural Resources Site Manager II	28842	RC-056	22
Plant and Pesticide Specialist Supervisor	32506	RC-056	19
Security Officer Chief (See Note)	39875	RC-056	16
Security Officer Lieutenant (See Note)	39876	RC-056	14
Site Superintendent I	41211	RC-056	19
Site Superintendent II	41212	RC-056	21
Site Superintendent III	41213	RC-056	23
Veterinary Consumer Safety Officer	47911	RC-056	19
Veterinary Pathologist	47916	RC-056	23
Veterinary Supervisor I	47917	RC-056	21
Veterinary Supervisor II	47918	RC-056	22
Warehouse Examiner Supervisor	48786	RC-056	19

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

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

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

Pension Formula Change – An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011 and, effective January 1, 2011, is covered by the standard formula for pension benefits (see the Illinois Pension Code [40 ILCS 5/1-160(g) and 14-110(b)]) shall be placed on the Pay Plan Code B salary grade assigned to the classification to which the position is allocated. An employee newly hired is an employee hired on or after January 1, 2011 who has never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other

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reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

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

**Effective July 1, 2022  
Bargaining Unit: RC-056**

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

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24 B 6895 7120 7345 7489 7878 8256 8637 9021 9558 9775 10165

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

Title	Title Code	Bargaining Unit	Pay Plan Code	Monthly	Hourly	Effective Date
Highway Maintainer (Snowbirds)	18639	HR-001	Q	4850	27.87	July 1, 2022

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

**Effective July 1, 2022  
HR-001**

Title	Title Code	Pay Plan Code	75%		80%		85%		90%		95%		Full Scale	
			Mo.	Hr.	Mo.	Hr.								
Building Services Worker	05616	B	3305	18.99	3524	20.25	3744	21.52	3965	22.79	4185	24.05	4405	25.32
Elevator Operator	13500	B	3371	19.37	3596	20.67	3822	21.97	4047	23.26	4270	24.54	4496	25.84
Elevator Operator – Assistant Starter	13500	B	3416	19.63	3643	20.94	3872	22.25	4099	23.56	4326	24.86	4554	26.17
Elevator Operator – Starter	13500	B	3437	19.75	3666	21.07	3894	22.38	4124	23.70	4352	25.01	4581	26.33
Grounds Supervisor	17549	B	5006	28.77	5341	30.70	5674	32.61	6007	34.52	6342	36.45	6675	38.36

## SUBTITLE B

Grounds Supervisor (DHS – Chicago Read)	17549	B	5188	29.82	5533	31.80	5879	33.79	6225	35.78	6571	37.76	6918	39.76
Grounds Supervisor (DHS – Supervisor Tractor Trailer)	17549	B	5436	31.24	5798	33.32	6160	35.40	6522	37.48	6885	39.57	7247	41.65
Heavy Construction Equipment Operator (Regular – RG)	18465	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Heavy Construction Equipment Operator (Bridge Crew – BC)	18465	Q	5383	30.94	5741	32.99	6100	35.06	6459	37.12	6818	39.18	7177	41.25
Highway Maintainer (Regular – RG)	18639	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Highway Maintainer (Bridge Crew – BC)	18639	Q	5275	30.32	5628	32.34	5980	34.37	6330	36.38	6682	38.40	7034	40.43
Highway Maintainer (Drill Rig – DR)	18639	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Highway Maintainer (Emergency Patrol – EP)	18639	Q	5309	30.51	5663	32.55	6018	34.59	6370	36.61	6725	38.65	7079	40.68

## SUBTITLE B

Highway Maintenance Lead Worker (Regular – RG)	18659	Q	5341	30.70	5695	32.73	6052	34.78	6409	36.83	6764	38.87	7121	40.93
Highway Maintenance Lead Worker (Bridge Crew – BC)	18659	Q	5417	31.13	5778	33.21	6138	35.28	6500	37.36	6862	39.44	7221	41.50
Highway Maintenance Lead Worker (Emergency Patrol – EP)	18659	Q	5450	31.32	5814	33.41	6177	35.50	6538	37.57	6902	39.67	7266	41.76
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular – RG)	18659	Q	5394	31.00	5754	33.07	6112	35.13	6473	37.20	6833	39.27	7192	41.33
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC)	18659	Q	5471	31.44	5836	33.54	6201	35.64	6565	37.73	6929	39.82	7295	41.93
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol – EP)	18659	Q	5505	31.64	5872	33.75	6239	35.86	6607	37.97	6973	40.07	7340	42.18
Laborer (Maintenance) (Regular – RG)	23080	B	5030	28.91	5365	30.83	5701	32.76	6036	34.69	6371	36.61	6707	38.55

## SUBTITLE B

Maintenance Equipment Operator	25020	B	5133	29.50	5473	31.45	5817	33.43	6157	35.39	6501	37.36	6842	39.32
Maintenance Equipment Operator (DHS – Tractor Trailer)	25020	B	5156	29.63	5501	31.61	5844	33.59	6188	35.56	6531	37.53	6875	39.51
Maintenance Equipment Operator (Dispatcher)	25020	B	5319	30.57	5674	32.61	6029	34.65	6385	36.70	6737	38.72	7093	40.76
Maintenance Worker (not DOT, DHS – Chicago Read or DHS – Forensic)	25500	B	4973	28.58	5304	30.48	5634	32.38	5967	34.29	6297	36.19	6629	38.10
Maintenance Worker (DHS – Chicago Read)	25500	B	5133	29.50	5473	31.45	5817	33.43	6157	35.39	6501	37.36	6842	39.32
Maintenance Worker (DHS – Forensic)	25500	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Maintenance Worker (DOT – Regular – RG)	25500	B	5072	29.15	5410	31.09	5747	33.03	6085	34.97	6424	36.92	6762	38.86
Maintenance Worker (DOT – Emergency Patrol – EP)	25500	B	5180	29.77	5525	31.75	5871	33.74	6215	35.72	6561	37.71	6905	39.68
Sign Hanger	40900	B	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Sign Hanger Foreman	40910	B	5341	30.70	5695	32.73	6052	34.78	6409	36.83	6764	38.87	7121	40.93

## SUBTITLE B

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

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

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**Section 310.APPENDIX A Negotiated Rates of Pay**

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

Title	Title Code	Bargaining Unit	Pay Plan Code	Monthly		Hourly	Effective Date
				Monthly	Hourly		
Highway Maintainer (Snowbirds)	18639	RC-020	Q	4850	27.87		July 1, 2022

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

**Effective July 1, 2022  
RC-020**

Title	Title Code	Pay Plan Code	75%		80%		85%		90%		95%		Full Scale	
			Mo.	Hr.	Mo.	Hr.								
Bridge Mechanic	05310	Q	5234	30.08	5582	32.08	5931	34.09	6282	36.10	6629	38.10	6978	40.10
Bridge Tender	05320	B	4948	28.44	5278	30.33	5608	32.23	5938	34.13	6267	36.02	6598	37.92
Heavy Construction Equipment Operator	18465	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Heavy Construction Equipment Operator (Bridge Crew – BC)	18465	Q	5383	30.94	5741	32.99	6101	35.06	6459	37.12	6818	39.18	7177	41.25

## SUBTITLE B

Highway Maintainer	18639	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Highway Maintainer (Bridge Crew – BC)	18639	Q	5275	30.32	5628	32.34	5980	34.37	6330	36.38	6682	38.40	7034	40.43
Highway Maintainer (Drill Rig – DR)	18639	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Highway Maintenance Lead Worker	18659	Q	5341	30.70	5695	32.73	6052	34.78	6409	36.83	6764	38.87	7121	40.93
Highway Maintenance Lead Worker (Bridge Crew – BC)	18659	Q	5417	31.13	5778	33.21	6138	35.28	6500	37.36	6862	39.44	7221	41.50
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	Q	5394	31.00	5754	33.07	6112	35.13	6473	37.20	6833	39.27	7192	41.33
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC)	18659	Q	5471	31.44	5836	33.54	6201	35.64	6565	37.73	6929	39.82	7295	41.93
Labor Maintenance Lead Worker	22809	B	5093	29.27	5431	31.21	5771	33.17	6110	35.11	6450	37.07	6789	39.02
Laborer (Maintenance)	23080	B	5030	28.91	5365	30.83	5701	32.76	6036	34.69	6371	36.61	6707	38.55

## SUBTITLE B

Maintenance Equipment Operator	25020	B	5133	29.50	5473	31.45	5817	33.43	6157	35.39	6501	37.36	6842	39.32
Maintenance Equipment Operator	25020	Q	5307	30.50	5660	32.53	6014	34.56	6367	36.59	6721	38.63	7076	40.67
Maintenance Worker (DHS)	25500	B	5138	29.53	5479	31.49	5822	33.46	6164	35.43	6507	37.40	6849	39.36
Maintenance Worker (DOT, not Emergency Patrol)	25500	B	5072	29.15	5410	31.09	5747	33.03	6085	34.97	6424	36.92	6762	38.86
Power Shovel Operator (Maintenance)	33360	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Power Shovel Operator (Maintenance) (Bridge Crew – BC)	33360	Q	5383	30.94	5741	32.99	6100	35.06	6459	37.12	6818	39.18	7177	41.25
Silk Screen Operator	41020	B	5242	30.13	5590	32.13	5941	34.14	6291	36.16	6639	38.16	6989	40.17

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

**In-Hire Rate** – In-hire rates are located in Section 310.47(a). The parties agree the in-hire rate as was amended to 75% for the 2008-2012 Collective Bargaining Agreement shall continue in effect. The parties also agree that all classifications shall continue the 75% in-hire rate as agreed to in the 2012-2015 agreement. Employees in the in-hire will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. Effective July 1, 2019 the in-hire rate is unfrozen. Each employee on active payroll upon ratification of the contract, who's in-hire rate was frozen during the 2015-2019 agreement shall be placed on their correct in-hire rate, on July 1, 2019. Such placement shall not change the employee's credible service date. Example: employee who was hired

SUBTITLE B

on and whose credible service date is April 1, 2018, would have been frozen at 75% shall be moved to 80% on July 1, 2019. The employee will then be due their next in-hire rate on April 1, 2020, pursuant to their credible service date. Employees within this bargaining unit who are promoted and are in the in-hire progression will promote to the next higher step of the in-hire rate of the higher classification. In addition, temporary assignments to higher level classifications shall also be calculated at the in-hire rates. All full-scale employees within this collective bargaining unit will be promoted to full-scale rate as if they were promoted to the next higher classification within the series. Any certified employee of this bargaining unit who is offered and accepts a position within this bargaining unit that is a promotion, notwithstanding classification series and without a break in service, shall be placed on the next higher step of the in-hire rate of the new classification. Employees covered under this bargaining agreement who transfer to any position within the bargaining unit without a break in service shall maintain their continuous service date for in-hire rate progression. A certified employee who is assigned and accepts a voluntary reduction in grade shall be certified in the lower class without serving a probationary period. The employee shall be reduced to the appropriate in-hire rate; i.e., 85% lead worker voluntarily reduces to an 85% Highway Maintainer.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

**Section 310.TABLE F RC-019 (Downstate Teamsters)**

Title	Title Code	Bargaining Unit	Pay Plan Code	Pay		Effective Date
				Monthly	Hourly	
Highway Maintainer (Snowbirds)	18639	RC-019	Q	4850	27.87	July 1, 2022

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

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**Effective July 1, 2022  
RC-019**

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>75%</u>		<u>80%</u>		<u>85%</u>		<u>90%</u>		<u>95%</u>		<u>Full Scale</u>	
			<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>								
Bridge Mechanic (IDOT)	05310	Q	5227	30.04	5576	32.05	5924	34.05	6271	36.04	6621	38.05	6970	40.06
Bridge Tender (IDOT)	05320	B	5258	30.22	5609	32.24	5959	34.25	6311	36.27	6660	38.28	7010	40.29
Deck Hand (IDOT)	11500	B	5053	29.04	5390	30.98	5726	32.91	6062	34.84	6400	36.78	6736	38.71
Ferry Operator I (IDOT)	14801	B	5258	30.22	5609	32.24	5959	34.25	6311	36.27	6660	38.28	7010	40.29
Ferry Operator II (IDOT)	14802	B	5364	30.83	5721	32.88	6079	34.94	6437	36.99	6793	39.04	7151	41.10
Highway Maintainer (Regular –RG) (IDOT)	18639	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Highway Maintainer (Bridge Crew – BC) (IDOT)	18639	Q	5261	30.24	5612	32.25	5964	34.28	6314	36.29	6665	38.30	7016	40.32
Highway Maintainer (Drill Rig – DR) (IDOT)	18639	Q	5288	30.39	5639	32.41	5993	34.44	6345	36.47	6697	38.49	7050	40.52
Highway Maintainer (Emergency Patrol – EP) (IDOT)	18639	Q	5290	30.40	5641	32.42	5995	34.45	6348	36.48	6701	38.51	7053	40.53

## SUBTITLE B

Highway  
Maintenance  
Lead Worker  
(Regular – RG)  
(IDOT) 18659 Q 5317 30.56 5672 32.60 6026 34.63 6379 36.66 6735 38.71 7089 40.74

Highway  
Maintenance  
Lead Worker  
(Bridge Crew –  
BC) (IDOT) 18659 Q 5381 30.93 5740 32.99 6099 35.05 6458 37.11 6817 39.18 7176 41.24

Highway  
Maintenance  
Lead Worker  
(Emergency  
Patrol – EP)  
(IDOT) 18659 Q 5411 31.10 5771 33.17 6132 35.24 6493 37.32 6853 39.39 7214 41.46

Highway  
Maintenance  
Lead Worker  
(Lead Lead  
Worker)  
(Regular – RG)  
(IDOT) 18659 Q 5364 30.83 5721 32.88 6079 34.94 6437 36.99 6793 39.04 7151 41.10

Highway  
Maintenance  
Lead Worker  
(Lead Lead  
Worker)  
(Bridge Crew –  
BC) (IDOT) 18659 Q 5427 31.19 5790 33.28 6152 35.36 6514 37.44 6875 39.51 7238 41.60

Highway  
Maintenance  
Lead Worker  
(Lead Lead  
Worker)  
(Emergency  
Patrol – EP)  
(IDOT) 18659 Q 5432 31.22 5794 33.30 6156 35.38 6519 37.47 6881 39.55 7243 41.63

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Janitor I (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	21951	B	4870	27.99	5195	29.86	5520	31.72	5844	33.59	6169	35.45	6494	37.32
Janitor II (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	21952	B	4899	28.16	5225	30.03	5552	31.91	5879	33.79	6205	35.66	6531	37.53
Labor Maintenance Lead Worker (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	22809	B	5106	29.34	5447	31.30	5788	33.26	6128	35.22	6468	37.17	6809	39.13
Labor Maintenance Lead Worker (IDOT)	22809	B	5106	29.34	5447	31.30	5787	33.26	6128	35.22	6467	37.17	6809	39.13
Laborer (Maintenance) (IDOT)	23080	B	5055	29.05	5392	30.99	5729	32.93	6065	34.86	6403	36.80	6739	38.73
Maintenance Equipment Operator	25020	B	5140	29.54	5481	31.50	5825	33.48	6167	35.44	6510	37.41	6853	39.39
Maintenance Equipment Operator (DHS Forensics)	25020	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Maintenance Equipment Operator (DOC)	25020	Q	5288	30.39	5640	32.41	5993	34.44	6345	36.47	6697	38.49	7050	40.52

## SUBTITLE B

Maintenance Equipment Operator (DOC – Maximum Security)	25020	S	5335	30.66	5690	32.70	6046	34.75	6402	36.79	6758	38.84	7112	40.87
Maintenance Worker (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	25500	B	5088	29.24	5426	31.18	5766	33.14	6105	35.09	6445	37.04	6784	38.99
Maintenance Worker (IDOT)	25500	B	5088	29.24	5426	31.18	5767	33.14	6105	35.09	6446	37.05	6784	38.99
Maintenance Worker (DHS – Forensics)	25500	Q	5146	29.57	5489	31.55	5831	33.51	6175	35.49	6517	37.45	6861	39.43
Power Shovel Operator (Maintenance) (Regular – RG) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	33360	B	5231	30.06	5579	32.06	5928	34.07	6275	36.06	6626	38.08	6974	40.08
Power Shovel Operator (Maintenance) (Regular – RG) (IDOT)	33360	Q	5288	30.39	5639	32.41	5993	34.44	6345	36.47	6697	38.49	7050	40.52
Power Shovel Operator (Maintenance) (Bridge Crew – BC) (IDOT)	33360	Q	5354	30.77	5712	32.83	6069	34.88	6425	36.93	6782	38.98	7139	41.03
Security Guard I (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	39851	B	4896	28.14	5221	30.01	5549	31.89	5875	33.76	6202	35.64	6527	37.51

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Security Guard II (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	39852	B	4940	28.39	5269	30.28	5599	32.18	5927	34.06	6257	35.96	6585	37.84
Silk Screen Operator (IDOT)	41020	B	5235	30.09	5583	32.09	5932	34.09	6282	36.10	6630	38.10	6979	40.11

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

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

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

**Effective July 1, 2022  
Bargaining Unit: RC-045**

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

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

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

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

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

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

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

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

## SUBTITLE B

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

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

### Section 310.APPENDIX A Negotiated Rates of Pay

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Canine Specialist	06500	RC-006	14
Correctional Officer	09675	RC-006	09
Correctional Officer Trainee	09676	RC-006	07
Correctional Sergeant	09717	RC-006	12
Corrections Clerk I	09771	RC-006	09
Corrections Clerk II	09772	RC-006	11
Corrections Food Service Supervisor I	09793	RC-006	11
Corrections Food Service Supervisor II	09794	RC-006	13
Corrections Grounds Supervisor	09796	RC-006	12
Corrections Identification Technician	09801	RC-006	11
Corrections Industry Lead Worker	09805	RC-006	12
Corrections Laundry Manager I	09808	RC-006	13

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Corrections Locksmith	09818	RC-006	13
Corrections Maintenance Craftsman	09821	RC-006	13
Corrections Maintenance Worker	09823	RC-006	10
Corrections Residence Counselor I	09837	RC-006	11
Corrections Supply Supervisor I	09861	RC-006	11
Corrections Supply Supervisor II	09862	RC-006	13
Corrections Transportation Officer I	09871	RC-006	11
Corrections Transportation Officer II	09872	RC-006	14
Corrections Treatment Officer	09864	RC-006	14
Corrections Treatment Officer Trainee	09866	RC-006	11
Corrections Utilities Operator	09875	RC-006	12
Corrections Vocational Instructor	09879	RC-006	12
Educator Aide	13130	RC-006	06
Housekeeper	19600	RC-006	02
Juvenile Justice Specialist	21971	RC-006	14
Juvenile Justice Specialist Intern	21976	RC-006	11
Licensed Practical Nurse - Corrections	23549	RC-006	10
Pest Control Operator	31810	RC-006	06
Property and Supply Clerk II	34792	RC-006	04
Social Service Aide Trainee	41285	RC-006	01
Storekeeper I	43051	RC-006	07
Storekeeper II	43052	RC-006	08
Stores Clerk	43060	RC-006	03

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of

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continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

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**Effective January 1, 2024**  
**Bargaining Unit: RC-006**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	Q	3434	3545	3654	3679	3779	3875	3966	4073	4159	4332	4510
01	S	3520	3635	3748	3773	3869	3968	4050	4159	4248	4426	4602
02	Q	3522	3636	3749	3775	3870	3965	4063	4165	4264	4442	4618
02	S	3604	3721	3836	3865	3964	4049	4153	4260	4351	4528	4712
03	Q	3609	3725	3842	3870	3966	4080	4182	4282	4393	4568	4749
03	S	3694	3812	3930	3964	4050	4168	4270	4372	4483	4662	4849
04	Q	3696	3813	3933	3966	4083	4187	4310	4423	4537	4734	4926
04	S	3772	3894	4016	4050	4175	4275	4396	4510	4629	4828	5019
05	Q	3928	4053	4181	4220	4350	4490	4628	4774	4918	5149	5355
05	S	4012	4140	4268	4312	4442	4584	4721	4867	5009	5248	5456
06	Q	4141	4274	4409	4457	4628	4777	4932	5096	5257	5541	5761
06	S	4226	4363	4498	4549	4721	4869	5028	5194	5361	5640	5864
07	Q	4169	4302	4436	4485	4628	4792	4931	5110	5257	5529	5751
07	S	4254	4390	4527	4580	4721	4881	5026	5207	5361	5627	5853
08	Q	4465	4608	4753	4809	4989	5163	5363	5547	5725	6041	6282
08	S	4547	4693	4842	4904	5081	5258	5465	5647	5830	6146	6389
09	Q	4470	4613	4760	4819	4994	5174	5382	5568	5774	6086	6333
09	S	4555	4703	4850	4912	5090	5278	5480	5671	5878	6190	6437
10	Q	4643	4794	4943	5008	5195	5412	5618	5830	6043	6387	6644
10	S	4737	4888	5043	5109	5296	5511	5717	5933	6149	6486	6750

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11	Q	4854	5011	5167	5241	5456	5666	5907	6132	6367	6734	7004
11	S	4942	5101	5261	5336	5552	5763	6011	6230	6475	6834	7108
12	Q	5053	5217	5381	5459	5687	5938	6181	6422	6660	7050	7328
12	S	5141	5310	5478	5556	5789	6039	6279	6529	6763	7149	7434
13	Q	5280	5451	5622	5709	5969	6234	6500	6764	7040	7446	7740
13	S	5375	5548	5724	5811	6071	6341	6606	6871	7142	7548	7852
14	Q	5365	5539	5712	5800	6070	6345	6608	6877	7149	7571	7871
14	S	5458	5634	5811	5901	6174	6448	6711	6980	7248	7672	7979
15	Q	5538	5718	5895	5988	6269	6553	6824	7114	7398	7820	8132
15	S	5628	5811	5995	6092	6373	6658	6930	7222	7498	7926	8244

**Effective July 1, 2023**  
**Bargaining Unit: RC-006**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	Q	3350	3459	3565	3589	3687	3780	3869	3974	4058	4226	4400
01	S	3434	3546	3657	3681	3775	3871	3951	4058	4144	4318	4490
02	Q	3436	3547	3658	3683	3776	3868	3964	4063	4160	4334	4505
02	S	3516	3630	3742	3771	3867	3950	4052	4156	4245	4418	4597
03	Q	3521	3634	3748	3776	3869	3980	4080	4178	4286	4457	4633
03	S	3604	3719	3834	3867	3951	4066	4166	4265	4374	4548	4731
04	Q	3606	3720	3837	3869	3983	4085	4205	4315	4426	4619	4806
04	S	3680	3799	3918	3951	4073	4171	4289	4400	4516	4710	4897
05	Q	3832	3954	4079	4117	4244	4380	4515	4658	4798	5023	5224
05	S	3914	4039	4164	4207	4334	4472	4606	4748	4887	5120	5323

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06	Q	4040	4170	4301	4348	4515	4660	4812	4972	5129	5406	5620
06	S	4123	4257	4388	4438	4606	4750	4905	5067	5230	5502	5721
07	Q	4067	4197	4328	4376	4515	4675	4811	4985	5129	5394	5611
07	S	4150	4283	4417	4468	4606	4762	4903	5080	5230	5490	5710
08	Q	4356	4496	4637	4692	4867	5037	5232	5412	5585	5894	6129
08	S	4436	4579	4724	4784	4957	5130	5332	5509	5688	5996	6233
09	Q	4361	4500	4644	4701	4872	5048	5251	5432	5633	5938	6179
09	S	4444	4588	4732	4792	4966	5149	5346	5533	5735	6039	6280
10	Q	4530	4677	4822	4886	5068	5280	5481	5688	5896	6231	6482
10	S	4621	4769	4920	4984	5167	5377	5578	5788	5999	6328	6585
11	Q	4736	4889	5041	5113	5323	5528	5763	5982	6212	6570	6833
11	S	4821	4977	5133	5206	5417	5622	5864	6078	6317	6667	6935
12	Q	4930	5090	5250	5326	5548	5793	6030	6265	6498	6878	7149
12	S	5016	5180	5344	5420	5648	5892	6126	6370	6598	6975	7253
13	Q	5151	5318	5485	5570	5823	6082	6341	6599	6868	7264	7551
13	S	5244	5413	5584	5669	5923	6186	6445	6703	6968	7364	7660
14	Q	5234	5404	5573	5659	5922	6190	6447	6709	6975	7386	7679
14	S	5325	5497	5669	5757	6023	6291	6547	6810	7071	7485	7784
15	Q	5403	5579	5751	5842	6116	6393	6658	6940	7218	7629	7934
15	S	5491	5669	5849	5943	6218	6496	6761	7046	7315	7733	8043

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Activity Program Aide I	00151	RC-009	03
Activity Program Aide II	00152	RC-009	05
Apparel/Dry Goods Specialist I	01231	RC-009	05
Apparel/Dry Goods Specialist II	01232	RC-009	09
Apparel/Dry Goods Specialist III	01233	RC-009	23
Clinical Laboratory Associate	08200	RC-009	09
Clinical Laboratory Phlebotomist	08213	RC-009	06
Clinical Laboratory Technician I	08215	RC-009	16
Clinical Laboratory Technician II	08216	RC-009	22
Cook I	09601	RC-009	07
Cook II	09602	RC-009	14
Educator Aide	13130	RC-009	19
Facility Assistant Fire Chief	14430	RC-009	21
Facility Fire Safety Coordinator	14435	RC-009	21
Facility Firefighter	14439	RC-009	16
Florist II	15652	RC-009	19
Institutional Maintenance Worker	21465	RC-009	10
Laboratory Assistant	22995	RC-009	02
Laboratory Associate I	22997	RC-009	16
Laboratory Associate II	22998	RC-009	22
Laundry Manager I	23191	RC-009	23
Licensed Practical Nurse I	23551	RC-009	16
Licensed Practical Nurse II	23552	RC-009	21
Locksmith	24300	RC-009	27
Mental Health Technician I	27011	RC-009	24
Mental Health Technician II	27012	RC-009	25
Mental Health Technician III	27013	RC-009	26
Mental Health Technician IV	27014	RC-009	27
Mental Health Technician V	27015	RC-009	28
Mental Health Technician VI	27016	RC-009	29
Mental Health Technician Trainee	27020	RC-009	13
Pest Control Operator	31810	RC-009	15
Physical Therapy Aide II	32192	RC-009	10
Physical Therapy Aide III	32193	RC-009	17
Rehabilitation Workshop Instructor I	38192	RC-009	12
Rehabilitation Workshop Instructor II	38193	RC-009	20

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Residential Care Worker	38277	RC-009	20
Residential Care Worker Trainee	38279	RC-009	11
Security Therapy Aide I	39901	RC-009	25
Security Therapy Aide II	39902	RC-009	26
Security Therapy Aide III	39903	RC-009	27
Security Therapy Aide IV	33904	RC-009	28
Security Therapy Aide Trainee	39905	RC-009	14
Social Service Aide I	41281	RC-009	12
Social Service Aide II	41282	RC-009	17
Social Service Aide Trainee	41285	RC-009	02
Support Service Coordinator I	44221	RC-009	15
Support Service Coordinator II	44222	RC-009	22
Support Service Lead	44225	RC-009	07
Support Service Worker	44238	RC-009	04
Transportation Officer	45830	RC-009	25
Veterans Nursing Assistant – Certified	47750	RC-009	15

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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

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employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

**Effective January 1, 2024**  
**Bargaining Unit: RC-009**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	3162	3262	3364	3378	3457	3548	3632	3721	3809	3966	4124
01	Q	3282	3387	3493	3513	3591	3684	3778	3867	3957	4124	4291

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02	B	3233	3334	3440	3457	3548	3645	3726	3827	3914	4080	4246
02	Q	3355	3461	3568	3591	3684	3784	3871	3979	4070	4241	4412
03	B	3255	3361	3463	3482	3591	3706	3820	3942	4070	4233	4403
03	Q	3377	3486	3595	3616	3731	3852	3973	4102	4228	4402	4580
04	B	3310	3416	3522	3541	3632	3724	3820	3920	4012	4181	4347
04	Q	3434	3545	3654	3679	3778	3870	3973	4075	4172	4348	4522
05	B	3331	3440	3547	3567	3677	3795	3914	4041	4168	4334	4512
05	Q	3462	3574	3685	3711	3822	3947	4070	4204	4333	4511	4691
06	B	3407	3517	3626	3650	3741	3844	3952	4051	4164	4342	4514
06	Q	3535	3646	3761	3788	3890	3996	4110	4216	4327	4514	4695
07	B	3476	3588	3699	3726	3840	3934	4050	4160	4269	4454	4631
07	Q	3609	3727	3842	3871	3989	4094	4215	4324	4443	4639	4825
08	B	3493	3606	3719	3741	3849	3964	4074	4183	4302	4497	4675
08	Q	3625	3741	3860	3890	4001	4122	4234	4351	4472	4683	4870
09	B	3507	3619	3732	3759	3875	4000	4125	4261	4399	4590	4772
09	Q	3643	3760	3877	3908	4031	4158	4294	4431	4582	4779	4969
10	B	3579	3696	3810	3840	3952	4062	4182	4297	4423	4628	4813
10	Q	3715	3836	3957	3989	4110	4221	4350	4467	4603	4819	5011
11	B	3590	3704	3819	3849	3972	4087	4216	4329	4455	4665	4852
11	Q	3729	3849	3968	4001	4133	4249	4387	4505	4640	4859	5054
12	B	3609	3725	3842	3870	3993	4122	4253	4387	4534	4733	4923
12	Q	3750	3870	3991	4027	4151	4288	4426	4568	4725	4930	5128
13	B	3700	3818	3938	3972	4094	4225	4355	4495	4629	4848	5041
13	Q	3848	3971	4095	4133	4260	4396	4532	4680	4820	5048	5253

## SUBTITLE B

14	B	3708	3827	3947	3981	4105	4244	4374	4521	4675	4882	5078
14	Q	3853	3976	4101	4139	4270	4412	4552	4709	4870	5090	5296
15	B	3789	3910	4033	4070	4195	4333	4470	4621	4756	4988	5187
15	Q	3935	4061	4188	4228	4363	4510	4657	4816	4951	5198	5408
16	B	3815	3938	4061	4098	4248	4374	4519	4662	4804	5049	5254
16	Q	3966	4095	4221	4264	4421	4552	4708	4854	5008	5274	5484
17	B	3818	3942	4065	4102	4233	4374	4518	4672	4829	5072	5274
17	Q	3971	4099	4226	4267	4402	4552	4707	4867	5034	5296	5505
18	B	3854	3977	4102	4140	4272	4423	4567	4721	4880	5112	5314
18	Q	4009	4137	4266	4310	4449	4603	4756	4921	5087	5335	5547
19	B	3907	4032	4159	4199	4355	4497	4643	4796	4945	5207	5414
19	Q	4058	4189	4321	4367	4532	4683	4838	4995	5155	5431	5651
20	B	3937	4065	4191	4233	4387	4532	4690	4843	5000	5302	5516
20	Q	4094	4225	4356	4402	4568	4722	4882	5046	5216	5539	5759
21	B	4048	4179	4309	4353	4502	4643	4802	4964	5136	5416	5634
21	Q	4208	4345	4481	4528	4690	4838	5003	5174	5361	5654	5882
22	B	4110	4242	4374	4423	4584	4733	4911	5072	5257	5541	5761
22	Q	4273	4414	4550	4603	4772	4930	5119	5296	5486	5784	6017
23	B	4205	4342	4478	4525	4693	4856	5042	5215	5385	5679	5907
23	Q	4375	4518	4660	4714	4888	5065	5257	5444	5621	5940	6172
24	B	4211	4349	4484	4534	4702	4871	5056	5241	5425	5717	5950
24	Q	4386	4529	4670	4725	4898	5080	5277	5469	5671	5980	6221
25	B	4572	4718	4866	4927	5124	5325	5552	5762	5988	6339	6591
25	Q	4761	4915	5070	5137	5351	5561	5804	6026	6262	6626	6891

SUBTITLE B

26	B	4751	4905	5057	5126	5355	5576	5812	6042	6272	6641	6901
26	Q	4958	5118	5279	5354	5586	5826	6072	6319	6553	6939	7219
27	B	4977	5137	5300	5375	5605	5845	6091	6332	6566	6944	7221
27	Q	5197	5366	5534	5616	5857	6113	6364	6612	6864	7250	7541

**Effective July 1, 2023**  
**Bargaining Unit: RC-009**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	3085	3182	3282	3296	3373	3461	3543	3630	3716	3869	4023
01	Q	3202	3304	3408	3427	3503	3594	3686	3773	3860	4023	4186
02	B	3154	3253	3356	3373	3461	3556	3635	3734	3819	3980	4142
02	Q	3273	3377	3481	3503	3594	3692	3777	3882	3971	4138	4304
03	B	3176	3279	3379	3397	3503	3616	3727	3846	3971	4130	4296
03	Q	3295	3401	3507	3528	3640	3758	3876	4002	4125	4295	4468
04	B	3229	3333	3436	3455	3543	3633	3727	3824	3914	4079	4241
04	Q	3350	3459	3565	3589	3686	3776	3876	3976	4070	4242	4412
05	B	3250	3356	3460	3480	3587	3702	3819	3942	4066	4228	4402
05	Q	3378	3487	3595	3620	3729	3851	3971	4101	4227	4401	4577
06	B	3324	3431	3538	3561	3650	3750	3856	3952	4062	4236	4404
06	Q	3449	3557	3669	3696	3795	3899	4010	4113	4221	4404	4580
07	B	3391	3500	3609	3635	3746	3838	3951	4059	4165	4345	4518
07	Q	3521	3636	3748	3777	3892	3994	4112	4219	4335	4526	4707
08	B	3408	3518	3628	3650	3755	3867	3975	4081	4197	4387	4561
08	Q	3537	3650	3766	3795	3903	4021	4131	4245	4363	4569	4751

## SUBTITLE B

09	B	3421	3531	3641	3667	3780	3902	4024	4157	4292	4478	4656
09	Q	3554	3668	3782	3813	3933	4057	4189	4323	4470	4662	4848
10	B	3492	3606	3717	3746	3856	3963	4080	4192	4315	4515	4696
10	Q	3624	3742	3860	3892	4010	4118	4244	4358	4491	4701	4889
11	B	3502	3614	3726	3755	3875	3987	4113	4223	4346	4551	4734
11	Q	3638	3755	3871	3903	4032	4145	4280	4395	4527	4740	4931
12	B	3521	3634	3748	3776	3896	4021	4149	4280	4423	4618	4803
12	Q	3659	3776	3894	3929	4050	4183	4318	4457	4610	4810	5003
13	B	3610	3725	3842	3875	3994	4122	4249	4385	4516	4730	4918
13	Q	3754	3874	3995	4032	4156	4289	4421	4566	4702	4925	5125
14	B	3618	3734	3851	3884	4005	4140	4267	4411	4561	4763	4954
14	Q	3759	3879	4001	4038	4166	4304	4441	4594	4751	4966	5167
15	B	3697	3815	3935	3971	4093	4227	4361	4508	4640	4866	5060
15	Q	3839	3962	4086	4125	4257	4400	4543	4699	4830	5071	5276
16	B	3722	3842	3962	3998	4144	4267	4409	4548	4687	4926	5126
16	Q	3869	3995	4118	4160	4313	4441	4593	4736	4886	5145	5350
17	B	3725	3846	3966	4002	4130	4267	4408	4558	4711	4948	5145
17	Q	3874	3999	4123	4163	4295	4441	4592	4748	4911	5167	5371
18	B	3760	3880	4002	4039	4168	4315	4456	4606	4761	4987	5184
18	Q	3911	4036	4162	4205	4340	4491	4640	4801	4963	5205	5412
19	B	3812	3934	4058	4097	4249	4387	4530	4679	4824	5080	5282
19	Q	3959	4087	4216	4260	4421	4569	4720	4873	5029	5299	5513
20	B	3841	3966	4089	4130	4280	4421	4576	4725	4878	5173	5381
20	Q	3994	4122	4250	4295	4457	4607	4763	4923	5089	5404	5619

SUBTITLE B

21	B	3949	4077	4204	4247	4392	4530	4685	4843	5011	5284	5497
21	Q	4105	4239	4372	4418	4576	4720	4881	5048	5230	5516	5739
22	B	4010	4139	4267	4315	4472	4618	4791	4948	5129	5406	5620
22	Q	4169	4306	4439	4491	4656	4810	4994	5167	5352	5643	5870
23	B	4102	4236	4369	4415	4579	4738	4919	5088	5254	5540	5763
23	Q	4268	4408	4546	4599	4769	4941	5129	5311	5484	5795	6021
24	B	4108	4243	4375	4423	4587	4752	4933	5113	5293	5578	5805
24	Q	4279	4419	4556	4610	4779	4956	5148	5336	5533	5834	6069
25	B	4460	4603	4747	4807	4999	5195	5417	5621	5842	6184	6430
25	Q	4645	4795	4946	5012	5220	5425	5662	5879	6109	6464	6723
26	B	4635	4785	4934	5001	5224	5440	5670	5895	6119	6479	6733
26	Q	4837	4993	5150	5223	5450	5684	5924	6165	6393	6770	7043
27	B	4856	5012	5171	5244	5468	5702	5942	6178	6406	6775	7045
27	Q	5070	5235	5399	5479	5714	5964	6209	6451	6697	7073	7357

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Account Clerk I	00111	RC-014	05
Account Clerk II	00112	RC-014	07
Account Technician I	00115	RC-014	10
Account Technician II	00116	RC-014	12
Administrative Services Worker Trainee	00600	RC-014	02
Aircraft Dispatcher	00951	RC-014	12
Aircraft Lead Dispatcher	00952	RC-014	14
Audio Visual Technician I	03501	RC-014	06
Audio Visual Technician II	03502	RC-014	09
Buyer Assistant	05905	RC-014	10

## SUBTITLE B

Check Issuance Machine Operator	06920	RC-014	09
Check Issuance Machine Supervisor	06925	RC-014	11
Clerical Trainee	08050	RC-014	01
Communications Dispatcher	08815	RC-014	09
Communications Equipment Technician I	08831	RC-014	17
Communications Equipment Technician II	08832	RC-014	19
Communications Equipment Technician III	08833	RC-014	20
Court Reporter	09900	RC-014	15
Data Processing Assistant	11420	RC-014	06
Data Processing Operator	11425	RC-014	04
Data Processing Operator Trainee	11428	RC-014	02
Drafting Worker	12749	RC-014	11
Electronic Equipment Installer/Repairer	13340	RC-014	10
Electronic Equipment Installer/Repairer Lead Worker	13345	RC-014	12
Electronics Technician	13360	RC-014	15
Emergency Response Lead Telecommunicator	13540	RC-014	13
Emergency Response Telecommunicator	13543	RC-014	11
Employee Benefits Associate	13554	RC-014	11
Employee Benefits Representative	13555	RC-014	14
Engineering Technician II	13732	RC-014	13
Engineering Technician III	13733	RC-014	16
Executive Secretary I	14031	RC-014	11
Executive Secretary II	14032	RC-014	14
Executive Secretary III	14033	RC-014	16
Graphic Arts Designer	17366	RC-014	14
Graphic Arts Designer Advanced	17370	RC-014	16
Graphic Arts Designer Supervisor	17365	RC-014	18
Graphic Arts Technician	17400	RC-014	12
Human Resources Assistant	19690	RC-014	08
Human Resources Associate	19691	RC-014	11
Human Resources Trainee (Department of Revenue)	19694	RC-014	07
Industrial Commission Reporter	21080	RC-014	16
Industrial Commission Technician	21095	RC-014	11
Insurance Analyst	21571	RC-014	12
Insurance Analyst Trainee	21566	RC-014	07
Intermittent Clerk	21686	RC-014	02H
Library Aide I	23421	RC-014	03
Library Technical Assistant	23450	RC-014	10
Lottery Telemarketing Representative	24520	RC-014	09

## SUBTITLE B

Microfilm Laboratory Technician I	27175	RC-014	07
Microfilm Laboratory Technician II	27176	RC-014	09
Microfilm Operator I	27181	RC-014	04
Microfilm Operator II	27182	RC-014	06
Microfilm Operator III	27183	RC-014	08
Office Administrator I	29991	RC-014	07
Office Administrator II	29992	RC-014	09
Office Administrator III	29993	RC-014	11
Office Aide	30005	RC-014	02
Office Assistant	30010	RC-014	06
Office Associate	30015	RC-014	08
Office Clerk	30020	RC-014	04
Office Coordinator	30025	RC-014	09
Photographer	32080	RC-014	14
Photographic Technician I	32091	RC-014	11
Photographic Technician II	32092	RC-014	14
Photographic Technician III	32093	RC-014	15
Procurement Representative	34540	RC-014	09
Property and Supply Clerk I	34791	RC-014	03.5
Property and Supply Clerk II	34792	RC-014	05.5
Property and Supply Clerk III	34793	RC-014	08
Rehabilitation Case Coordinator I	38141	RC-014	08
Rehabilitation Case Coordinator II	38142	RC-014	10
Reproduction Service Supervisor I	38201	RC-014	13
Reproduction Service Technician I	38203	RC-014	05
Reproduction Service Technician II	38204	RC-014	09
Reproduction Service Technician III	38205	RC-014	11
Safety Responsibility Analyst	38910	RC-014	12
Safety Responsibility Analyst Supervisor	38915	RC-014	14
Storekeeper I	43051	RC-014	10.5
Storekeeper II	43052	RC-014	12.5
Storekeeper III	43053	RC-014	14
Stores Clerk	43060	RC-014	04.5
Switchboard Operator I	44411	RC-014	05
Switchboard Operator II	44412	RC-014	07
Switchboard Operator III	44413	RC-014	09

## SUBTITLE B

Telecommunications Supervisor	45305	RC-014	20
Telecommunicator	45321	RC-014	12
Telecommunicator – Command Center	45316	RC-014	13
Telecommunicator Call Taker	45322	RC-014	14
Telecommunicator Lead Call Taker	45323	RC-014	16
Telecommunicator Lead Specialist	45327	RC-014	17
Telecommunicator Lead Worker	45324	RC-014	14
Telecommunicator Lead Worker – Command Center	45318	RC-014	15
Telecommunicator Specialist	45326	RC-014	15
Telecommunicator Trainee	45325	RC-014	10
Vehicle Permit Evaluator	47585	RC-014	11
Veterans Service Officer Associate	47804	RC-014	13

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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

SUBTITLE B

be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

**Effective July 1, 2023  
Bargaining Unit: RC-014**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	2900	2993	3089	3098	3168	3241	3326	3399	3480	3609	3750
01	Q	3007	3103	3201	3215	3293	3365	3453	3537	3617	3750	3902
01	S	3090	3188	3286	3306	3373	3447	3539	3621	3700	3836	3989

## SUBTITLE B

02	B	3017	3116	3214	3225	3296	3373	3460	3537	3621	3755	3903
02	Q	3128	3230	3331	3346	3427	3503	3593	3681	3765	3903	4060
02	S	3215	3318	3421	3440	3510	3587	3684	3769	3851	3992	4152
02H	B	18.57	19.18	19.78	19.85	20.28	20.76	21.29	21.77	22.28	23.11	24.02
02H	Q	19.25	19.88	20.50	20.59	21.09	21.56	22.11	22.65	23.17	24.02	24.98
02H	S	19.78	20.42	21.05	21.17	21.60	22.07	22.67	23.19	23.70	24.57	25.55
03	B	3085	3182	3282	3296	3373	3461	3543	3630	3716	3869	4023
03	Q	3202	3304	3408	3427	3503	3594	3686	3773	3860	4023	4186
03	S	3280	3385	3490	3510	3587	3686	3774	3858	3946	4109	4272
03.5	B	3154	3253	3356	3373	3455	3543	3632	3716	3810	3971	4127
03.5	Q	3273	3377	3481	3503	3589	3686	3775	3860	3957	4125	4292
03.5	S	3349	3457	3563	3587	3681	3774	3864	3946	4045	4215	4384
04	B	3154	3253	3356	3373	3461	3556	3635	3734	3819	3980	4142
04	Q	3273	3377	3481	3503	3594	3692	3777	3882	3971	4138	4304
04	S	3349	3457	3563	3587	3686	3778	3868	3973	4056	4223	4397
04.5	B	3229	3333	3436	3455	3543	3633	3727	3824	3914	4079	4241
04.5	Q	3350	3459	3565	3589	3686	3776	3876	3976	4070	4242	4412
04.5	S	3434	3546	3657	3681	3774	3867	3959	4060	4159	4333	4504
05	B	3234	3338	3442	3461	3561	3648	3746	3836	3932	4094	4258
05	Q	3356	3464	3572	3594	3696	3794	3892	3987	4088	4258	4426
05	S	3438	3548	3660	3686	3780	3882	3981	4079	4176	4345	4518
05.5	B	3308	3414	3521	3543	3635	3741	3834	3932	4034	4200	4363
05.5	Q	3438	3548	3660	3686	3777	3889	3986	4088	4200	4366	4540
05.5	S	3519	3632	3746	3774	3868	3978	4078	4176	4285	4456	4632
06	B	3324	3431	3538	3561	3650	3750	3856	3952	4062	4236	4404
06	Q	3449	3557	3669	3696	3795	3899	4010	4113	4221	4404	4580
06	S	3526	3639	3752	3780	3884	3984	4100	4204	4315	4495	4677

## SUBTITLE B

07	B	3408	3518	3628	3650	3755	3867	3975	4081	4197	4387	4561
07	Q	3537	3650	3766	3795	3903	4021	4131	4245	4363	4569	4751
07	S	3618	3734	3851	3884	3992	4105	4218	4335	4449	4658	4843
08	B	3502	3614	3726	3755	3875	3987	4113	4223	4346	4551	4734
08	Q	3638	3755	3871	3903	4032	4145	4280	4395	4527	4740	4931
08	S	3717	3837	3956	3992	4114	4236	4371	4490	4618	4830	5025
09	B	3610	3725	3842	3875	3994	4122	4249	4385	4516	4730	4918
09	Q	3754	3874	3995	4032	4156	4289	4421	4566	4702	4925	5125
09	S	3829	3951	4076	4114	4241	4377	4513	4657	4794	5020	5223
10	B	3722	3842	3962	3998	4144	4267	4409	4548	4687	4926	5126
10	Q	3869	3995	4118	4160	4313	4441	4593	4736	4886	5145	5350
10	S	3948	4076	4203	4245	4398	4531	4682	4826	4984	5241	5450
10.5	B	3831	3953	4078	4116	4249	4395	4528	4686	4824	5070	5275
10.5	Q	3985	4113	4242	4286	4421	4577	4718	4883	5029	5288	5503
10.5	S	4065	4195	4326	4374	4513	4670	4808	4983	5127	5390	5609
11	B	3858	3983	4105	4145	4287	4426	4586	4736	4884	5143	5348
11	Q	4010	4139	4267	4315	4468	4612	4778	4938	5093	5368	5582
11	S	4086	4218	4350	4400	4553	4701	4869	5030	5190	5464	5683
12	B	4010	4139	4267	4315	4472	4618	4791	4948	5129	5406	5620
12	Q	4169	4306	4439	4491	4656	4810	4994	5167	5352	5643	5870
12	S	4249	4386	4525	4578	4744	4900	5091	5263	5452	5745	5976
12.5	B	4102	4236	4369	4415	4579	4738	4919	5088	5254	5540	5763
12.5	Q	4268	4408	4546	4599	4769	4941	5129	5311	5484	5795	6021
12.5	S	4350	4491	4632	4687	4864	5033	5230	5411	5582	5893	6127
13	B	4158	4292	4426	4476	4640	4816	4996	5178	5373	5672	5896
13	Q	4325	4466	4606	4660	4830	5023	5219	5410	5609	5927	6165
13	S	4406	4549	4691	4750	4924	5120	5319	5506	5710	6030	6271

## SUBTITLE B

14	B	4331	4471	4610	4668	4843	5033	5254	5444	5650	5982	6221
14	Q	4514	4658	4805	4866	5048	5258	5484	5690	5908	6250	6498
14	S	4593	4742	4890	4956	5149	5350	5582	5793	6008	6350	6601
15	B	4499	4646	4791	4854	5067	5276	5481	5702	5918	6275	6522
15	Q	4692	4844	4997	5064	5285	5506	5727	5964	6184	6551	6818
15	S	4777	4932	5087	5155	5384	5602	5828	6065	6285	6656	6921
16	B	4706	4859	5011	5080	5305	5540	5770	6011	6251	6621	6887
16	Q	4907	5067	5227	5299	5540	5795	6034	6284	6534	6922	7202
16	S	5001	5164	5322	5402	5640	5893	6136	6381	6635	7018	7300
17	B	4928	5087	5246	5322	5567	5823	6069	6316	6572	6963	7243
17	Q	5137	5303	5470	5553	5818	6085	6341	6598	6868	7277	7571
17	S	5229	5398	5567	5652	5921	6189	6445	6700	6968	7382	7675
18	B	5181	5350	5517	5601	5870	6141	6425	6684	6953	7367	7664
18	Q	5408	5583	5757	5851	6138	6424	6714	6989	7268	7703	8011
18	S	5495	5673	5853	5947	6236	6522	6817	7090	7372	7799	8114
19	B	5456	5633	5808	5901	6203	6495	6794	7084	7379	7828	8140
19	Q	5698	5884	6067	6168	6485	6783	7108	7402	7714	8179	8507
19	S	5793	5978	6168	6274	6588	6889	7207	7506	7817	8280	8611
20	B	5757	5946	6133	6235	6550	6853	7181	7494	7804	8278	8610
20	Q	6014	6209	6404	6517	6844	7168	7508	7830	8156	8654	9001
20	S	6108	6308	6506	6620	6946	7268	7607	7931	8257	8752	9102

## SUBTITLE B

**Effective January 1, 2024  
Bargaining Unit: RC-014**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	2973	3068	3166	3175	3247	3322	3409	3484	3567	3699	3844
01	Q	3082	3181	3281	3295	3375	3449	3539	3625	3707	3844	4000
01	S	3167	3268	3368	3389	3457	3533	3627	3712	3793	3932	4089
02	B	3092	3194	3294	3306	3378	3457	3547	3625	3712	3849	4001
02	Q	3206	3311	3414	3430	3513	3591	3683	3773	3859	4001	4162
02	S	3295	3401	3507	3526	3598	3677	3776	3863	3947	4092	4256
02H	B	19.03	19.66	20.27	20.34	20.79	21.27	21.83	22.31	22.84	23.69	24.62
02H	Q	19.73	20.38	21.01	21.11	21.62	22.10	22.66	23.22	23.75	24.62	25.61
02H	S	20.28	20.93	21.58	21.70	22.14	22.63	23.24	23.77	24.29	25.18	26.19
03	B	3162	3262	3364	3378	3457	3548	3632	3721	3809	3966	4124
03	Q	3282	3387	3493	3513	3591	3684	3778	3867	3957	4124	4291
03	S	3362	3470	3577	3598	3677	3778	3868	3954	4045	4212	4379
03.5	B	3233	3334	3440	3457	3541	3632	3723	3809	3905	4070	4230
03.5	Q	3355	3461	3568	3591	3679	3778	3869	3957	4056	4228	4399
03.5	S	3433	3543	3652	3677	3773	3868	3961	4045	4146	4320	4494
04	B	3233	3334	3440	3457	3548	3645	3726	3827	3914	4080	4246
04	Q	3355	3461	3568	3591	3684	3784	3871	3979	4070	4241	4412
04	S	3433	3543	3652	3677	3778	3872	3965	4072	4157	4329	4507
04.5	B	3310	3416	3522	3541	3632	3724	3820	3920	4012	4181	4347
04.5	Q	3434	3545	3654	3679	3778	3870	3973	4075	4172	4348	4522
04.5	S	3520	3635	3748	3773	3868	3964	4058	4162	4263	4441	4617
05	B	3315	3421	3528	3548	3650	3739	3840	3932	4030	4196	4364
05	Q	3440	3551	3661	3684	3788	3889	3989	4087	4190	4364	4537
05	S	3524	3637	3752	3778	3875	3979	4081	4181	4280	4454	4631

## SUBTITLE B

05.5	B	3391	3499	3609	3632	3726	3835	3930	4030	4135	4305	4472
05.5	Q	3524	3637	3752	3778	3871	3986	4086	4190	4305	4475	4654
05.5	S	3607	3723	3840	3868	3965	4077	4180	4280	4392	4567	4748
06	B	3407	3517	3626	3650	3741	3844	3952	4051	4164	4342	4514
06	Q	3535	3646	3761	3788	3890	3996	4110	4216	4327	4514	4695
06	S	3614	3730	3846	3875	3981	4084	4203	4309	4423	4607	4794
07	B	3493	3606	3719	3741	3849	3964	4074	4183	4302	4497	4675
07	Q	3625	3741	3860	3890	4001	4122	4234	4351	4472	4683	4870
07	S	3708	3827	3947	3981	4092	4208	4323	4443	4560	4774	4964
08	B	3590	3704	3819	3849	3972	4087	4216	4329	4455	4665	4852
08	Q	3729	3849	3968	4001	4133	4249	4387	4505	4640	4859	5054
08	S	3810	3933	4055	4092	4217	4342	4480	4602	4733	4951	5151
09	B	3700	3818	3938	3972	4094	4225	4355	4495	4629	4848	5041
09	Q	3848	3971	4095	4133	4260	4396	4532	4680	4820	5048	5253
09	S	3925	4050	4178	4217	4347	4486	4626	4773	4914	5146	5354
10	B	3815	3938	4061	4098	4248	4374	4519	4662	4804	5049	5254
10	Q	3966	4095	4221	4264	4421	4552	4708	4854	5008	5274	5484
10	S	4047	4178	4308	4351	4508	4644	4799	4947	5109	5372	5586
10.5	B	3927	4052	4180	4219	4355	4505	4641	4803	4945	5197	5407
10.5	Q	4085	4216	4348	4393	4532	4691	4836	5005	5155	5420	5641
10.5	S	4167	4300	4434	4483	4626	4787	4928	5108	5255	5525	5749
11	B	3954	4083	4208	4249	4394	4537	4701	4854	5006	5272	5482
11	Q	4110	4242	4374	4423	4580	4727	4897	5061	5220	5502	5722
11	S	4188	4323	4459	4510	4667	4819	4991	5156	5320	5601	5825
12	B	4110	4242	4374	4423	4584	4733	4911	5072	5257	5541	5761
12	Q	4273	4414	4550	4603	4772	4930	5119	5296	5486	5784	6017
12	S	4355	4496	4638	4692	4863	5023	5218	5395	5588	5889	6125

## SUBTITLE B

12.5	B	4205	4342	4478	4525	4693	4856	5042	5215	5385	5679	5907
12.5	Q	4375	4518	4660	4714	4888	5065	5257	5444	5621	5940	6172
12.5	S	4459	4603	4748	4804	4986	5159	5361	5546	5722	6040	6280
13	B	4262	4399	4537	4588	4756	4936	5121	5307	5507	5814	6043
13	Q	4433	4578	4721	4777	4951	5149	5349	5545	5749	6075	6319
13	S	4516	4663	4808	4869	5047	5248	5452	5644	5853	6181	6428
14	B	4439	4583	4725	4785	4964	5159	5385	5580	5791	6132	6377
14	Q	4627	4774	4925	4988	5174	5389	5621	5832	6056	6406	6660
14	S	4708	4861	5012	5080	5278	5484	5722	5938	6158	6509	6766
15	B	4611	4762	4911	4975	5194	5408	5618	5845	6066	6432	6685
15	Q	4809	4965	5122	5191	5417	5644	5870	6113	6339	6715	6988
15	S	4896	5055	5214	5284	5519	5742	5974	6217	6442	6822	7094
16	B	4824	4980	5136	5207	5438	5679	5914	6161	6407	6787	7059
16	Q	5030	5194	5358	5431	5679	5940	6185	6441	6697	7095	7382
16	S	5126	5293	5455	5537	5781	6040	6289	6541	6801	7193	7483
17	B	5051	5214	5377	5455	5706	5969	6221	6474	6736	7137	7424
17	Q	5265	5436	5607	5692	5963	6237	6500	6763	7040	7459	7760
17	S	5360	5533	5706	5793	6069	6344	6606	6868	7142	7567	7867
18	B	5311	5484	5655	5741	6017	6295	6586	6851	7127	7551	7856
18	Q	5543	5723	5901	5997	6291	6585	6882	7164	7450	7896	8211
18	S	5632	5815	5999	6096	6392	6685	6987	7267	7556	7994	8317
19	B	5592	5774	5953	6049	6358	6657	6964	7261	7563	8024	8344
19	Q	5840	6031	6219	6322	6647	6953	7286	7587	7907	8383	8720
19	S	5938	6127	6322	6431	6753	7061	7387	7694	8012	8487	8826
20	B	5901	6095	6286	6391	6714	7024	7361	7681	7999	8485	8825
20	Q	6164	6364	6564	6680	7015	7347	7696	8026	8360	8870	9226
20	S	6261	6466	6669	6786	7120	7450	7797	8129	8463	8971	9330

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

## SUBTITLE B

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

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

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

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

Pension Formula – Effective January 1, 2011, employees newly hired into positions allocated to the Registered Nurse I, Registered Nurse II or Registered Nurse – Advanced Practice titles and outside of the Departments of Corrections and Juvenile Justice receive Pay Plan Code B rates. Employees newly hired are employees hired on or after January 1, 2011 who have never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County,

## SUBTITLE B

Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

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

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

## SUBTITLE B

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

<b>Title</b>	<b>Title Code</b>	<b>Region</b>	<b>Pay Plan Code</b>	<b>Hired</b>	<b>Effective Date</b>	<b>Monthly Salary</b>
Boiler Safety Audit Specialist	04900	Northern	B	Prior to December 1, 2013	May 1, 2022	10145.94
Boiler Safety Audit Specialist	04900	Northern	Q	Prior to December 1, 2013	May 1, 2022	10292.10
Boiler Safety Audit Specialist	04900	Northern	S	Prior to December 1, 2013	May 1, 2022	10368.66
Boiler Safety Audit Specialist	04900	Northern	B	On or after December 1, 2013	May 1, 2022	9756.18
Boiler Safety Audit Specialist	04900	Central	B	Prior to December 1, 2013	January 1, 2023	7967.46
Boiler Safety Audit Specialist	04900	Central	Q	Prior to December 1, 2013	January 1, 2023	8082.30
Boiler Safety Audit Specialist	04900	Central	S	Prior to December 1, 2013	January 1, 2023	8158.86
Boiler Safety Audit Specialist	04900	Central	B	On or after December 1, 2013	January 1, 2023	7661.22
Boiler Safety Audit Specialist	04900	Southern	B	Prior to December 1, 2013	January 1, 2023	7847.40
Boiler Safety Audit Specialist	04900	Southern	Q	Prior to December 1, 2013	January 1, 2023	7962.24
Boiler Safety Audit Specialist	04900	Southern	S	Prior to December 1, 2013	January 1, 2023	8038.80
Boiler Safety Audit Specialist	04900	Southern	B	On or after December 1, 2013	January 1, 2023	7546.38
Boiler Safety Specialist	04910	Northern	B	Prior to December 1, 2013	May 1, 2022	9710.94
Boiler Safety Specialist	04910	Northern	Q	Prior to December 1, 2013	May 1, 2022	9850.14
Boiler Safety Specialist	04910	Northern	S	Prior to December 1, 2013	May 1, 2022	9926.70
Boiler Safety Specialist	04910	Northern	B	On or after December 1, 2013	May 1, 2022	9336.84
Boiler Safety Specialist	04910	Central	B	Prior to December 1, 2013	January 1, 2023	7624.68
Boiler Safety Specialist	04910	Central	Q	Prior to December 1, 2013	January 1, 2023	7734.30
Boiler Safety Specialist	04910	Central	S	Prior to December 1, 2013	January 1, 2023	7810.86
Boiler Safety Specialist	04910	Central	B	On or after December 1, 2013	January 1, 2023	7330.62
Boiler Safety Specialist	04910	Southern	B	Prior to December 1, 2013	January 1, 2023	7509.84
Boiler Safety Specialist	04910	Southern	Q	Prior to December 1, 2013	January 1, 2023	7617.72
Boiler Safety Specialist	04910	Southern	S	Prior to December 1, 2013	January 1, 2023	7694.28
Boiler Safety Specialist	04910	Southern	B	On or after December 1, 2013	January 1, 2023	7221.00

NOTES: Regions – The counties in the regions are:

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

SUBTITLE B

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

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

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

(Source: Amended at 47 Ill. Reg. 10482, effective July 1, 2023)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

## SUBTITLE B

## Public Service Administrator, Option 8L

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

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5% . Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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

## SUBTITLE B

employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

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**Effective July 1, 2023**  
**Bargaining Unit: RC-010**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	5181	5350	5517	5601	5870	6141	6425	6684	6953	7367	7664
18	Q	5408	5583	5757	5851	6138	6424	6714	6989	7268	7703	8011
20	B	5757	5946	6133	6235	6550	6853	7181	7494	7804	8278	8610
20	Q	6014	6209	6404	6517	6844	7168	7508	7830	8156	8654	9001
23	B	6805	7027	7249	7385	7775	8175	8562	8955	9342	9935	10333
23	Q	7110	7342	7575	7720	8130	8544	8946	9363	9768	10379	10793
23H	B	41.88	43.24	44.61	45.45	47.85	50.31	52.69	55.11	57.49	61.14	63.59
24	B	7234	7473	7708	7859	8276	8712	9129	9552	9982	10609	11031
24	Q	7560	7805	8053	8215	8653	9103	9543	9979	10430	11086	11529
26	B	8217	8485	8755	8940	9430	9931	10431	10919	11409	12143	12629
26	Q	8613	8893	9173	9371	9878	10401	10926	11438	11949	12722	13230

**Effective January 1, 2024**  
**Bargaining Unit: RC-010**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	5311	5484	5655	5741	6017	6295	6586	6851	7127	7551	7856
18	Q	5543	5723	5901	5997	6291	6585	6882	7164	7450	7896	8211
20	B	5901	6095	6286	6391	6714	7024	7361	7681	7999	8485	8825
20	Q	6164	6364	6564	6680	7015	7347	7696	8026	8360	8870	9226

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23	B	6975	7203	7430	7570	7969	8379	8776	9179	9576	10183	10591
23	Q	7288	7526	7764	7913	8333	8758	9170	9597	10012	10638	11063
23H	B	42.92	44.33	45.72	46.58	49.04	51.56	54.01	56.49	58.93	62.66	65.18
24	B	7415	7660	7901	8055	8483	8930	9357	9791	10232	10874	11307
24	Q	7749	8000	8254	8420	8869	9331	9782	10228	10691	11363	11817
26	B	8422	8697	8974	9164	9666	10179	10692	11192	11694	12447	12945
26	Q	8828	9115	9402	9605	10125	10661	11199	11724	12248	13040	13561

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Administrative Assistant I	00501	RC-028	17
Administrative Assistant II	00502	RC-028	19
Apparel/Dry Goods Specialist III	01233	RC-028	12.5
Assistant Reimbursement Officer	02424	RC-028	08
Capital Development Board Media Technician	06525	RC-028	14
Child Development Aide	07184	RC-028	10
Clinical Laboratory Associate	08200	RC-028	08
Clinical Laboratory Technician I	08215	RC-028	10
Clinical Laboratory Technician II	08216	RC-028	12
Compliance Officer	08919	RC-028	14
Contract Specialist I	09566	RC-028	11
Contract Specialist II	09567	RC-028	13
Contract Specialist III	09568	RC-028	17
Crime Scene Investigator	09980	RC-028	21
Data Processing Administrative Specialist	11415	RC-028	14
Data Processing Specialist	11430	RC-028	12
Data Processing Technician	11440	RC-028	09
Data Processing Technician Trainee	11443	RC-028	06
Dental Assistant	11650	RC-028	10
Dental Hygienist	11700	RC-028	14
Electroencephalograph Technician	13300	RC-028	08

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Environmental Equipment Operator I	13761	RC-028	12
Environmental Equipment Operator II	13762	RC-028	14
Environmental Protection Technician I	13831	RC-028	08
Environmental Protection Technician II	13832	RC-028	10
Guard Supervisor	17685	RC-028	14
Health Information Associate	18045	RC-028	10
Health Information Technician	18047	RC-028	12
Hearing & Speech Technician II	18262	RC-028	09
Housekeeper	19600	RC-028	03.5
Inhalation Therapist	21259	RC-028	09
Inhalation Therapy Supervisor	21260	RC-028	11
Intermittent Unemployment Insurance Technician (Hourly)	21690	RC-028	06H
Laboratory Assistant	22995	RC-028	04
Laboratory Associate I	22997	RC-028	10
Laboratory Associate II	22998	RC-028	12
Legal Research Assistant	23350	RC-028	13
Licensed Practical Nurse I	23551	RC-028	10.5
Licensed Practical Nurse II	23552	RC-028	11.5
Lock and Dam Tender	24290	RC-028	10
Lottery Commodities Distributor II	24402	RC-028	12
Lottery Drawing Senior Specialist	24413	RC-028	14
Lottery Drawing Specialist	24410	RC-028	12
Natural Resources Technician I	28851	RC-028	10
Natural Resources Technician II	28852	RC-028	13
Office Administrative Specialist	29990	RC-028	12
Office Administrator IV	29994	RC-028	14
Office Administrator V	29995	RC-028	15
Office Specialist	30080	RC-028	11
Pharmacy Lead Technician	32009	RC-028	09
Pharmacy Technician	32011	RC-028	07
Public Aid Eligibility Assistant	35825	RC-028	08
Radiologic Technologist	37500	RC-028	11
Radiologic Technologist Program Coordinator	37507	RC-028	12
Ranger	37725	RC-028	13
Rehabilitation Counselor Aide I	38155	RC-028	09
Rehabilitation Counselor Aide II	38156	RC-028	11
Senior Ranger	40090	RC-028	14
Site Interpreter	41090	RC-028	10
Site Technician I	41131	RC-028	10
Site Technician II	41132	RC-028	12
Social Service Community Planner	41295	RC-028	11

## SUBTITLE B

State Police Crime Information Evaluator	41801	RC-028	11
State Police Evidence Technician I	41901	RC-028	12
State Police Evidence Technician II	41902	RC-028	13
Statistical Research Technician	42748	RC-028	11
Veterans Service Officer	47800	RC-028	14
Vocational Instructor	48200	RC-028	12
Waterways Construction Supervisor I	49061	RC-028	16
Waterways Construction Supervisor II (Department of Natural Resources)	49062	RC-028	18

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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

SUBTITLE B

Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee’s salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

**Effective July 1, 2023  
Bargaining Unit: RC-028**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	3154	3253	3356	3373	3455	3543	3632	3716	3810	3971	4127
03.5	Q	3273	3377	3481	3503	3589	3686	3775	3860	3957	4125	4292
03.5	S	3349	3457	3563	3587	3681	3774	3864	3946	4045	4215	4384
04	B	3154	3253	3356	3373	3461	3556	3635	3734	3819	3980	4142
04	Q	3273	3377	3481	3503	3594	3692	3777	3882	3971	4138	4304
04	S	3349	3457	3563	3587	3686	3778	3868	3973	4056	4223	4397

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06	B	3324	3431	3538	3561	3650	3750	3856	3952	4062	4236	4404
06	Q	3449	3557	3669	3696	3795	3899	4010	4113	4221	4404	4580
06	S	3526	3639	3752	3780	3884	3984	4100	4204	4315	4495	4677
06H	B	20.46	21.11	21.77	21.91	22.46	23.08	23.73	24.32	25.00	26.07	27.10
06H	Q	21.22	21.89	22.58	22.74	23.35	23.99	24.68	25.31	25.98	27.10	28.18
06H	S	21.70	22.39	23.09	23.26	23.90	24.52	25.23	25.87	26.55	27.66	28.78
07	B	3408	3518	3628	3650	3755	3867	3975	4081	4197	4387	4561
07	Q	3537	3650	3766	3795	3903	4021	4131	4245	4363	4569	4751
07	S	3618	3734	3851	3884	3992	4105	4218	4335	4449	4658	4843
08	B	3502	3614	3726	3755	3875	3987	4113	4223	4346	4551	4734
08	Q	3638	3755	3871	3903	4032	4145	4280	4395	4527	4740	4931
08	S	3717	3837	3956	3992	4114	4236	4371	4490	4618	4830	5025
09	B	3610	3725	3842	3875	3994	4122	4249	4385	4516	4730	4918
09	Q	3754	3874	3995	4032	4156	4289	4421	4566	4702	4925	5125
09	S	3829	3951	4076	4114	4241	4377	4513	4657	4794	5020	5223
09.5	B	3697	3815	3935	3971	4093	4227	4361	4508	4640	4866	5060
09.5	Q	3839	3962	4086	4125	4257	4400	4543	4699	4830	5071	5276
09.5	S	3921	4046	4175	4215	4343	4492	4631	4790	4924	5171	5376
10	B	3722	3842	3962	3998	4144	4267	4409	4548	4687	4926	5126
10	Q	3869	3995	4118	4160	4313	4441	4593	4736	4886	5145	5350
10	S	3948	4076	4203	4245	4398	4531	4682	4826	4984	5241	5450
10.5	B	3841	3966	4089	4130	4280	4421	4576	4725	4878	5173	5381
10.5	Q	3994	4122	4250	4295	4457	4607	4763	4923	5089	5404	5619
10.5	S	4075	4206	4336	4384	4548	4697	4857	5017	5183	5500	5719
11	B	3858	3983	4105	4145	4287	4426	4586	4736	4884	5143	5348
11	Q	4010	4139	4267	4315	4468	4612	4778	4938	5093	5368	5582
11	S	4086	4218	4350	4400	4553	4701	4869	5030	5190	5464	5683

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11.5	B	3949	4077	4204	4247	4392	4530	4685	4843	5011	5284	5497
11.5	Q	4105	4239	4372	4418	4576	4720	4881	5048	5230	5516	5739
11.5	S	4184	4319	4455	4504	4663	4811	4978	5149	5333	5622	5848
12	B	4010	4139	4267	4315	4472	4618	4791	4948	5129	5406	5620
12	Q	4169	4306	4439	4491	4656	4810	4994	5167	5352	5643	5870
12	S	4249	4386	4525	4578	4744	4900	5091	5263	5452	5745	5976
12.5	B	4102	4236	4369	4415	4579	4738	4919	5088	5254	5540	5763
12.5	Q	4268	4408	4546	4599	4769	4941	5129	5311	5484	5795	6021
12.5	S	4350	4491	4632	4687	4864	5033	5230	5411	5582	5893	6127
13	B	4158	4292	4426	4476	4640	4816	4996	5178	5373	5672	5896
13	Q	4325	4466	4606	4660	4830	5023	5219	5410	5609	5927	6165
13	S	4406	4549	4691	4750	4924	5120	5319	5506	5710	6030	6271
14	B	4331	4471	4610	4668	4843	5033	5254	5444	5650	5982	6221
14	Q	4514	4658	4805	4866	5048	5258	5484	5690	5908	6250	6498
14	S	4593	4742	4890	4956	5149	5350	5582	5793	6008	6350	6601
15	B	4499	4646	4791	4854	5067	5276	5481	5702	5918	6275	6522
15	Q	4692	4844	4997	5064	5285	5506	5727	5964	6184	6551	6818
15	S	4777	4932	5087	5155	5384	5602	5828	6065	6285	6656	6921
16	B	4706	4859	5011	5080	5305	5540	5770	6011	6251	6621	6887
16	Q	4907	5067	5227	5299	5540	5795	6034	6284	6534	6922	7202
16	S	5001	5164	5322	5402	5640	5893	6136	6381	6635	7018	7300
17	B	4928	5087	5246	5322	5567	5823	6069	6316	6572	6963	7243
17	Q	5137	5303	5470	5553	5818	6085	6341	6598	6868	7277	7571
17	S	5229	5398	5567	5652	5921	6189	6445	6700	6968	7382	7675
18	B	5181	5350	5517	5601	5870	6141	6425	6684	6953	7367	7664
18	Q	5408	5583	5757	5851	6138	6424	6714	6989	7268	7703	8011
18	S	5495	5673	5853	5947	6236	6522	6817	7090	7372	7799	8114

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19	B	5456	5633	5808	5901	6203	6495	6794	7084	7379	7828	8140
19	Q	5698	5884	6067	6168	6485	6783	7108	7402	7714	8179	8507
19	S	5793	5978	6168	6274	6588	6889	7207	7506	7817	8280	8611
21	B	6078	6274	6472	6587	6924	7258	7597	7941	8274	8790	9141
21	Q	6346	6553	6760	6883	7235	7586	7938	8302	8650	9187	9554
21	S	6439	6650	6860	6984	7335	7684	8043	8402	8747	9287	9657

**Effective January 1, 2024  
Bargaining Unit: RC-028**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	3233	3334	3440	3457	3541	3632	3723	3809	3905	4070	4230
03.5	Q	3355	3461	3568	3591	3679	3778	3869	3957	4056	4228	4399
03.5	S	3433	3543	3652	3677	3773	3868	3961	4045	4146	4320	4494
04	B	3233	3334	3440	3457	3548	3645	3726	3827	3914	4080	4246
04	Q	3355	3461	3568	3591	3684	3784	3871	3979	4070	4241	4412
04	S	3433	3543	3652	3677	3778	3872	3965	4072	4157	4329	4507
06	B	3407	3517	3626	3650	3741	3844	3952	4051	4164	4342	4514
06	Q	3535	3646	3761	3788	3890	3996	4110	4216	4327	4514	4695
06	S	3614	3730	3846	3875	3981	4084	4203	4309	4423	4607	4794
06H	B	20.97	21.64	22.31	22.46	23.02	23.66	24.32	24.93	25.62	26.72	27.78
06H	Q	21.75	22.44	23.14	23.31	23.94	24.59	25.29	25.94	26.63	27.78	28.89
06H	S	22.24	22.95	23.67	23.85	24.50	25.13	25.86	26.52	27.22	28.35	29.50
07	B	3493	3606	3719	3741	3849	3964	4074	4183	4302	4497	4675
07	Q	3625	3741	3860	3890	4001	4122	4234	4351	4472	4683	4870
07	S	3708	3827	3947	3981	4092	4208	4323	4443	4560	4774	4964

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08	B	3590	3704	3819	3849	3972	4087	4216	4329	4455	4665	4852
08	Q	3729	3849	3968	4001	4133	4249	4387	4505	4640	4859	5054
08	S	3810	3933	4055	4092	4217	4342	4480	4602	4733	4951	5151
09	B	3700	3818	3938	3972	4094	4225	4355	4495	4629	4848	5041
09	Q	3848	3971	4095	4133	4260	4396	4532	4680	4820	5048	5253
09	S	3925	4050	4178	4217	4347	4486	4626	4773	4914	5146	5354
09.5	B	3789	3910	4033	4070	4195	4333	4470	4621	4756	4988	5187
09.5	Q	3935	4061	4188	4228	4363	4510	4657	4816	4951	5198	5408
09.5	S	4019	4147	4279	4320	4452	4604	4747	4910	5047	5300	5510
10	B	3815	3938	4061	4098	4248	4374	4519	4662	4804	5049	5254
10	Q	3966	4095	4221	4264	4421	4552	4708	4854	5008	5274	5484
10	S	4047	4178	4308	4351	4508	4644	4799	4947	5109	5372	5586
10.5	B	3937	4065	4191	4233	4387	4532	4690	4843	5000	5302	5516
10.5	Q	4094	4225	4356	4402	4568	4722	4882	5046	5216	5539	5759
10.5	S	4177	4311	4444	4494	4662	4814	4978	5142	5313	5638	5862
11	B	3954	4083	4208	4249	4394	4537	4701	4854	5006	5272	5482
11	Q	4110	4242	4374	4423	4580	4727	4897	5061	5220	5502	5722
11	S	4188	4323	4459	4510	4667	4819	4991	5156	5320	5601	5825
11.5	B	4048	4179	4309	4353	4502	4643	4802	4964	5136	5416	5634
11.5	Q	4208	4345	4481	4528	4690	4838	5003	5174	5361	5654	5882
11.5	S	4289	4427	4566	4617	4780	4931	5102	5278	5466	5763	5994
12	B	4110	4242	4374	4423	4584	4733	4911	5072	5257	5541	5761
12	Q	4273	4414	4550	4603	4772	4930	5119	5296	5486	5784	6017
12	S	4355	4496	4638	4692	4863	5023	5218	5395	5588	5889	6125
12.5	B	4205	4342	4478	4525	4693	4856	5042	5215	5385	5679	5907
12.5	Q	4375	4518	4660	4714	4888	5065	5257	5444	5621	5940	6172
12.5	S	4459	4603	4748	4804	4986	5159	5361	5546	5722	6040	6280

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13	B	4262	4399	4537	4588	4756	4936	5121	5307	5507	5814	6043
13	Q	4433	4578	4721	4777	4951	5149	5349	5545	5749	6075	6319
13	S	4516	4663	4808	4869	5047	5248	5452	5644	5853	6181	6428
14	B	4439	4583	4725	4785	4964	5159	5385	5580	5791	6132	6377
14	Q	4627	4774	4925	4988	5174	5389	5621	5832	6056	6406	6660
14	S	4708	4861	5012	5080	5278	5484	5722	5938	6158	6509	6766
15	B	4611	4762	4911	4975	5194	5408	5618	5845	6066	6432	6685
15	Q	4809	4965	5122	5191	5417	5644	5870	6113	6339	6715	6988
15	S	4896	5055	5214	5284	5519	5742	5974	6217	6442	6822	7094
16	B	4824	4980	5136	5207	5438	5679	5914	6161	6407	6787	7059
16	Q	5030	5194	5358	5431	5679	5940	6185	6441	6697	7095	7382
16	S	5126	5293	5455	5537	5781	6040	6289	6541	6801	7193	7483
17	B	5051	5214	5377	5455	5706	5969	6221	6474	6736	7137	7424
17	Q	5265	5436	5607	5692	5963	6237	6500	6763	7040	7459	7760
17	S	5360	5533	5706	5793	6069	6344	6606	6868	7142	7567	7867
18	B	5311	5484	5655	5741	6017	6295	6586	6851	7127	7551	7856
18	Q	5543	5723	5901	5997	6291	6585	6882	7164	7450	7896	8211
18	S	5632	5815	5999	6096	6392	6685	6987	7267	7556	7994	8317
19	B	5592	5774	5953	6049	6358	6657	6964	7261	7563	8024	8344
19	Q	5840	6031	6219	6322	6647	6953	7286	7587	7907	8383	8720
19	S	5938	6127	6322	6431	6753	7061	7387	7694	8012	8487	8826
21	B	6230	6431	6634	6752	7097	7439	7787	8140	8481	9010	9370
21	Q	6505	6717	6929	7055	7416	7776	8136	8510	8866	9417	9793
21	S	6600	6816	7032	7159	7518	7876	8244	8612	8966	9519	9898

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

## SUBTITLE B

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Animal and Animal Products Investigator	01072	RC-029	14
Apiary Inspector	01215	RC-029	04
Apiary Inspector (hourly)	01215	RC-029	04H
Arson Investigator I (See Note)	01481	RC-029	16
Arson Investigator II (See Note)	01482	RC-029	18
Arson Investigator II (Lead Worker) (See Note)	01482	RC-029	19
Breath Alcohol Analysis Technician (See Note)	05170	RC-029	16
Commerce Commission Police Officer I (See Note)	08451	RC-029	16
Commerce Commission Police Officer II (See Note)	08452	RC-029	18
Commodities Inspector	08770	RC-029	10
Drug Compliance Investigator	12778	RC-029	25
Elevator Inspector	13495	RC-029	18.5
Environmental Protection Legal Investigator I (See Note)	13811	RC-029	12
Environmental Protection Legal Investigator II	13812	RC-029	14
Environmental Protection Legal Investigator Specialist	13815	RC-029	15
Explosives Inspector I	14051	RC-029	14
Explosives Inspector II	14052	RC-029	17
Fingerprint Technician (See Note)	15204	RC-029	12
Fingerprint Technician Supervisor	15208	RC-029	17
Fire Prevention Inspector I	15316	RC-029	15
Fire Prevention Inspector II (See Note)	15317	RC-029	18
Fire Prevention Inspector Trainee (See Note)	15320	RC-029	12
Guard I	17681	RC-029	05
Guard II	17682	RC-029	08
Guard III	17683	RC-029	11
Licensing Assistant	23568	RC-029	07
Licensing Investigator I (See Note)	23571	RC-029	12
Licensing Investigator II	23572	RC-029	15
Licensing Investigator III (See Note)	23573	RC-029	16
Licensing Investigator IV (See Note)	23574	RC-029	18

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Liquor Control Inspector	23741	RC-029	15
Liquor Control Inspector Trainee	23744	RC-029	12
Meat and Poultry Inspector	26070	RC-029	13.5
Meat and Poultry Inspector Trainee	26075	RC-029	09
Motorist Assistance Specialist	28490	RC-029	07
Plant and Pesticide Specialist I (See Note)	32501	RC-029	16
Plant and Pesticide Specialist II (See Note)	32502	RC-029	18
Plumbing Inspector (See Note)	32915	RC-029	19
Police Officer I (See Note)	32981	RC-029	16
Police Officer II (See Note)	32982	RC-029	18
Police Officer III (See Note)	32983	RC-029	20
Polygraph Examiner I (See Note)	33001	RC-029	18
Polygraph Examiner II (See Note)	33002	RC-029	20
Polygraph Examiner III (See Note)	33003	RC-029	22
Products and Standards Inspector	34603	RC-029	14
Security Officer (See Note)	39870	RC-029	12
Security Officer Sergeant (See Note)	39877	RC-029	13
Seed Analyst I	39951	RC-029	11
Seed Analyst II (See Note)	39952	RC-029	12
Site Security Officer	41115	RC-029	08
Truck Weighing Inspector (See Note)	46100	RC-029	12
Vehicle Compliance Inspector (See Note)	47570	RC-029	16
Vehicle Emissions Compliance Inspector (See Note)	47580	RC-029	12
Vehicle Emissions Quality Assurance Auditor (See Note)	47584	RC-029	13
Vital Records Quality Control Inspector (See Note)	48000	RC-029	12
Warehouse Claims Specialist (See Note)	48780	RC-029	19
Warehouse Examiner	48881	RC-029	15
Warehouse Examiner Specialist	48882	RC-029	17
Well Inspector I	49421	RC-029	14
Well Inspector II	49422	RC-029	17

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

## SUBTITLE B

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

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

Longevity Pay – Effective July 1, 1998, the Step 7 rate shall be increased \$50 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 7 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 2013, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased \$100 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 1998, employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III. Effective July 1, 2003, employees in the following classification: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of \$50 per month upon reaching 10 years, 13 years, 15 years and 17 years of service in the same classification series. Effective July 1, 2003 employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; Police Officer I, II, and III shall be placed in a longevity schedule receiving a salary increase of \$50 per month upon reaching 10 years, 13 years, and 15 years' service in the same classification series. Employees shall be placed in a longevity schedule receiving a salary increase of \$75 per month upon reaching 17 years of service in the same classification series. Effective July 1, 2011, employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of \$50 per month upon reaching 10 years, 13 years, and 15 years of service in the same classification series.

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Employees shall be placed in a longevity schedule receiving a salary increase of \$100 per month upon reaching 17 years of service in the same classification series.

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

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

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
04	B	3110	3209	3311	3328	3416	3493	3590	3670	3828	3890	4046
04-H	B	17.87	18.44	19.03	19.13							
05	B	3195	3297	3400	3422	3507	3600	3687	3778	3936	4000	4161
07	B	3366	3473	3581	3609	3716	3823	3922	4034	4218	4291	4465
08	B	3469	3579	3691	3722	3834	3955	4060	4176	4375	4453	4632
09	B	3552	3666	3781	3813	3952	4103	4251	4401	4642	4733	4782
10	B	3705	3826	3944	3983	4101	4237	4370	4506	4735	4823	5016
11	B	3832	3955	4079	4121	4253	4409	4551	4695	4942	5035	5240
12	B	3992	4121	4249	4298	4438	4605	4756	4930	5195	5294	5502
12	Q	4153	4289	4422	4475	4623	4799	4967	5146	5424	5534	5757
13	B	4140	4273	4407	4460	4629	4800	4977	5164	5451	5557	5779
13	Q	4306	4446	4585	4642	4827	5016	5200	5391	5696	5809	6043
13.5	B	4173	4307	4442	4496	4692	4878	5064	5260	5555	5668	5726

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14	B	4318	4458	4599	4657	4839	5051	5234	5431	5748	5865	6101
15	B	4514	4659	4806	4870	5071	5269	5482	5686	6031	6144	6393
16	B	4722	4875	5029	5099	5325	5547	5779	6010	6364	6498	6756
16	Q	5146	5313	5480	5565	5799	6039	6282	6655	6787	6925	7203
17	B	4949	5110	5270	5351	5599	5834	6071	6317	6692	6830	7102
18	B	5215	5385	5555	5642	5906	6175	6423	6684	7083	7221	7515
18	Q	5697	5884	6070	6173	6453	6717	6983	7403	7550	7702	8007
18.5	B	5243	5413	5582	5672	5960	6243	6530	6809	7091	7524	7825
19	B	5505	5684	5863	5960	6243	6530	6809	7091	7524	7669	7978
19	Q	5884	6075	6265	6375	6658	6923	7189	7606	7753	7904	8219
20	B	5811	6000	6189	6296	6588	6900	7205	7504	7956	8114	8438
20	Q	6071	6265	6464	6580	6890	7215	7526	7841	8317	8479	8817
22	B	6486	6700	6912	7039	7385	7733	8093	8426	8952	9131	9497
22	Q	6775	6997	7217	7358	7720	8081	8454	8808	9356	9546	9926
25	B	7320	7559	7797	7955	8374	8774	9180	9595	10195	10400	10816

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

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

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

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

**Longevity Bonus Rates**

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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

SUBTITLE B

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

Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

**Effective July 1, 2023**  
**Bargaining Unit: RC-042**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	3858	3983	4105	4145	4287	4426	4586	4736	4884	5143	5348
01	Q	4010	4139	4267	4315	4468	4612	4778	4938	5093	5368	5582
01	S	4086	4218	4350	4400	4553	4701	4869	5030	5190	5464	5683
01H	B	23.65	24.42	25.16	25.41	26.28	27.13	28.11	29.03	29.94	31.53	32.78
01H	Q	24.58	25.37	26.16	26.45	27.39	28.27	29.29	30.27	31.22	32.91	34.22
01H	S	25.05	25.86	26.67	26.97	27.91	28.82	29.85	30.84	31.82	33.50	34.84
02	B	4010	4139	4267	4315	4472	4618	4791	4948	5129	5406	5620
02	Q	4169	4306	4439	4491	4656	4810	4994	5167	5352	5643	5870
02	S	4249	4386	4525	4578	4744	4900	5091	5263	5452	5745	5976
03	B	4158	4292	4426	4476	4640	4816	4996	5178	5373	5672	5896
03	Q	4325	4466	4606	4660	4830	5023	5219	5410	5609	5927	6165
03	S	4406	4549	4691	4750	4924	5120	5319	5506	5710	6030	6271

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04	B	4158	4292	4426	4476	4640	4816	4996	5178	5373	5672	5896
04	Q	4325	4466	4606	4660	4830	5023	5219	5410	5609	5927	6165
04	S	4406	4549	4691	4750	4924	5120	5319	5506	5710	6030	6271
05	B	4499	4646	4791	4854	5067	5276	5481	5702	5918	6275	6522
05	Q	4692	4844	4997	5064	5285	5506	5727	5964	6184	6551	6818
05	S	4777	4932	5087	5155	5384	5602	5828	6065	6285	6656	6921
06	B	4499	4646	4791	4854	5067	5276	5481	5702	5918	6275	6522
06	Q	4692	4844	4997	5064	5285	5506	5727	5964	6184	6551	6818
06	S	4777	4932	5087	5155	5384	5602	5828	6065	6285	6656	6921
07	B	4499	4646	4791	4854	5067	5276	5481	5702	5918	6275	6522
07	Q	4692	4844	4997	5064	5285	5506	5727	5964	6184	6551	6818
07	S	4777	4932	5087	5155	5384	5602	5828	6065	6285	6656	6921

**Effective January 1, 2024**  
**Bargaining Unit: RC-042**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	3954	4083	4208	4249	4394	4537	4701	4854	5006	5272	5482
01	Q	4110	4242	4374	4423	4580	4727	4897	5061	5220	5502	5722
01	S	4188	4323	4459	4510	4667	4819	4991	5156	5320	5601	5825
01H	B	24.24	25.03	25.80	26.05	26.94	27.81	28.82	29.76	30.69	32.32	33.61
01H	Q	25.20	26.00	26.81	27.11	28.08	28.98	30.02	31.03	32.00	33.73	35.08
01H	S	25.67	26.5	27.33	27.65	28.61	29.54	30.60	31.61	32.61	34.34	35.71
02	B	4110	4242	4374	4423	4584	4733	4911	5072	5257	5541	5761
02	Q	4273	4414	4550	4603	4772	4930	5119	5296	5486	5784	6017
02	S	4355	4496	4638	4692	4863	5023	5218	5395	5588	5889	6125

SUBTITLE B

03	B	4262	4399	4537	4588	4756	4936	5121	5307	5507	5814	6043
03	Q	4433	4578	4721	4777	4951	5149	5349	5545	5749	6075	6319
03	S	4516	4663	4808	4869	5047	5248	5452	5644	5853	6181	6428
04	B	4262	4399	4537	4588	4756	4936	5121	5307	5507	5814	6043
04	Q	4433	4578	4721	4777	4951	5149	5349	5545	5749	6075	6319
04	S	4516	4663	4808	4869	5047	5248	5452	5644	5853	6181	6428
05	B	4611	4762	4911	4975	5194	5408	5618	5845	6066	6432	6685
05	Q	4809	4965	5122	5191	5417	5644	5870	6113	6339	6715	6988
05	S	4896	5055	5214	5284	5519	5742	5974	6217	6442	6822	7094
06	B	4611	4762	4911	4975	5194	5408	5618	5845	6066	6432	6685
06	Q	4809	4965	5122	5191	5417	5644	5870	6113	6339	6715	6988
06	S	4896	5055	5214	5284	5519	5742	5974	6217	6442	6822	7094
07	B	4611	4762	4911	4975	5194	5408	5618	5845	6066	6432	6685
07	Q	4809	4965	5122	5191	5417	5644	5870	6113	6339	6715	6988
07	S	4896	5055	5214	5284	5519	5742	5974	6217	6442	6822	7094

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Clinical Services Supervisor (Public Service Administrator (PSA) Option 7 Clinical Service Supervisor function Department of Corrections (DOC) and Department of Juvenile Justice (DJJ))	08260	VR-704	24
Computer Evidence Recovery Specialist (formerly PSA Option 7 Computer Evidence Recovery Specialist function Department of State Police (ISP), non-sworn)	08980	VR-704	25

## SUBTITLE B

Corrections Command Center Supervisor (formerly PSA Option 7 Operations Center Supervisor function DOC and DJJ)	09500	VR-704	25
Corrections Family Services Coordinator (formerly PSA Option 7 Women and Family Services Coordinator function DOC)	09600	VR-704	25
Corrections Intelligence Program Unit Manager	09798	VR-704	24
Corrections Placement Resources Regional Supervisor (formerly PSA Option 7 District Supervisor function DOC)	09839	VR-704	24
Corrections Program Administrator (formerly PSA Option 7 Staff Assistant function DOC)	09849	VR-704	24
Corrections Psychologist Administrator (formerly PSA Option 8K Mental Health Professional function DOC)	09855	VR-704	25
Corrections Regional Mental Health Services Administrator (formerly PSA Option 8K Mental Health Professional function DOC)	09857	VR-704	25
Corrections Training Program Supervisor (formerly PSA Option 7 Training Supervisor function DOC and DJJ)	09860	VR-704	25
Corrections Treatment Senior Security Supervisor	09867	VR-704	24
Corrections Unit Superintendent (formerly PSA Option 7 Superintendent function DOC)	09868	VR-704	25
Criminal Intelligence Analyst Supervisor (formerly PSA Option 7 Criminal Intelligence Analyst Supervisor function ISP, non-sworn)	10169	VR-704	25
Developmental Psychological Services Administrator (formerly PSA Option 8K Mental Health Professional function Department of Human Services (DHS) position)	12380	VR-704	25
Firearms Eligibility Administrator	15280	VR-704	25
Food Services Program Manager (DOC)	15800	VR-704	24
Forensic Science Administrator I (formerly PSA Option 7 Forensic Science Administrator function Forensic Bureau ISP)	15911	VR-704	24
Forensic Science Administrator II (formerly PSA Option 7 Forensic Science Administrator function Forensic Bureau ISP)	15912	VR-704	25
Forensic Science Administrator III	15913	VR-704	26

## SUBTITLE B

Internal Investigations Principal Evaluation Supervisor (formerly PSA Option 7 Office of Inspector General Investigator function DHS)	21735	VR-704	24
Internal Investigations Supervisor (formerly PSA Option 7 Office of Inspector General Investigator function DHS)	21740	VR-704	24
Juvenile Justice Chief of Security (formerly PSA Option 7 Chief of Security DJJ)	21965	VR-704	24
Juvenile Justice Psychologist Administrator (formerly PSA Option 8K Mental Health Professional function DOC and DJJ)	21967	VR-704	25
Juvenile Justice Unit Superintendent (formerly PSA Option 7 Superintendent function DJJ)	21985	VR-704	25
Law Enforcement Training Administrator (formerly PSA Option 7 Firearms Specialist function ISP, non-sworn)	23260	VR-704	25
Licensing Investigations Supervisor (formerly PSA Option 7 Chief of Medical Investigations, Chief of Health Related Investigations, Chief of Detective/Design Investigations, Chief of Probation Compliance and Chief of General Investigations functions Department of Financial and Professional Regulation (DFPR))	23577	VR-704	25
Narcotics and Currency Unit Supervisor (formerly PSA Option 7 Narcotics and Currency Unit Supervisor ISP, non-sworn)	28750	VR-704	25
Police Lieutenant	32977	VR-704	24
Public Service Administrator, Option 8L (DOC)	37015	VR-704	24
Sex Offender Registration Unit Supervisor (formerly PSA Option 7 Sex Offender Registry Supervisor ISP, non- sworn)	40700	VR-704	26
Shift Supervisor at Department of Corrections at Correctional Facilities or at Correctional Work Camps – Hired before or on June 30, 2014 (formerly PSA Option 7 Shift Commander function DOC and DJJ)	40800	VR-704	24
Shift Supervisor at Department of Corrections Correctional Work Camps – Hired on or after July 1, 2014 (formerly PSA Option 7 Shift Commander function DOC and DJJ)	40800	VR-704	22
State Police Inspector (formerly PSA Option 7 Inspector function ISP, sworn)	42100	VR-704	26

SUBTITLE B

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

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

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

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

**Hired Before or On March 31, 2013**

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

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6574	6784	6994	7361	7721	8083	8456	8813
22	S	6670	6883	7095	7453	7819	8180	8557	8914

## SUBTITLE B

24	B	7553	7954	8373	8773	9180	9593	10195	10602
24	Q	7896	8316	8748	9170	9590	10024	10656	11079
24	S	7994	8409	8843	9264	9689	10125	10749	11181
25	B	8051	8492	8939	9385	9831	10279	10939	11376
25	Q	8410	8872	9336	9811	10278	10741	11431	11889
25	S	8509	8972	9436	9904	10371	10835	11527	11991
26	B	8590	9060	9544	10025	10494	10964	11673	12139
26	Q	9005	9495	9997	10502	10992	11484	12229	12716

**Hired On or After April 1, 2013****Effective July 1, 2022  
Bargaining Unit: VR-704**

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

SUBTITLE B

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Educator	13100	HR-010	N
Educator-Career and Technical (Department of Human Services, Illinois School for the Deaf)	13103	HR-010	N

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

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

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

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

SUBTITLE B

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

Longevity Pay – Effective August 16, 2000, the Step 7 was increased by \$25 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 7 in the same pay grade. Effective August 16, 2004, the Step 8 rate was increased by \$25 per month for the employees who attained 10 years of continuous service and have three years or more years of creditable service on Step 8 in the same or higher pay grade. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate was raised by \$50 per month. Longevity is paid each month per calendar year. Effective August 16, 2010, the Step 8 was raised by \$50 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2010. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before August 16, 2010, the Step 8 rate was increased by \$75 per month. Effective August 16, 2013, the Step 8 was raised by \$25 per month to \$75 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2013. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2013, the Step 8 rate was increased by \$25 per month to \$100 per month. Employees who are eligible for longevity on or before January 1, 2002 shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Employees not eligible for longevity pay on or before the date they are placed on Step 8 shall begin to receive longevity pay after three years or more of creditable service on Step 8.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

## SUBTITLE B

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

<b><u>Classification I</u></b>	<b><u>Per Year</u></b>
<b>High School Head Coaches:</b>	
Basketball – Boys	3224
Basketball – Girls	3224
Football	3224
Track – Boys	3224
Track – Girls	3224
Volleyball	3224
Wrestling	3224
<b>Other Activities:</b>	
Junior Class Sponsors	3224
Senior Class Sponsors	3224

<b><u>Classification II</u></b>	<b><u>Per Year</u></b>
<b>High School Assistant Coaches:</b>	
Basketball – Boys	2035
Basketball – Girls	2035
Football	2035
Track – Boys	2035
Track – Girls	2035
Volleyball	2035
Wrestling	2035
<b>Junior High School Head Coaches:</b>	
7 <sup>th</sup> Grade Basketball – Boys	2035
8 <sup>th</sup> Grade Basketball – Boys	2035
7 <sup>th</sup> Grade Basketball – Girls	2035
8 <sup>th</sup> Grade Basketball – Girls	2035
Track – Boys	2035
Track – Girls	2035
Volleyball	2035

## SUBTITLE B

Wrestling	2035
Football	2035
<b>Cheerleading Sponsor:</b>	
High School Basketball	2035

	<b><u>Per</u></b>
	<b><u>Year</u></b>

**Classification III****High School Assistant Coaches:**

Track – Boys	1283
Track – Girls	1283

**Junior High School Assistant Coaches:**

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

**Cheerleading Sponsors:**

Football Cheerleading Sponsor	1283
Jr. High School Cheerleading Sponsor	1283

**Other Activities:**

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

	<b><u>Per</u></b>
	<b><u>Year</u></b>

**Classification V****Special Olympics Coaches:**

Volleyball	751
Basketball	751
Student Body Government	751

	<b><u>Per</u></b>
	<b><u>Event</u></b>

**Scorekeepers and Timers**

Basketball Scorer	44
Basketball Timer	44
Football Scorer	44
Football Timer	44
Wrestling Scorer	44
Wrestling Timer	44

## SUBTITLE B

Volleyball Scorer	37
Volleyball Timer	37
Ticket Sellers	32
Football Chain Crew	27

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

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

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

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

SUBTITLE B

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective July 1, 2013 and 2014, the pay rates for all unit classifications and steps shall be increased by 2%. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 per month for those employees who attain 10 years of continuous service and three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 per month. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

**Effective July 1, 2023  
Bargaining Unit: CU-500**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
08	Q	3719	3839	3958	3994	4117	4240	4374	4492	4622	4832	5028
13	Q	4409	4550	4695	4752	4928	5123	5321	5507	5713	6032	6274
16	Q	5004	5167	5327	5406	5641	5894	6138	6382	6646	7019	7302
16	S	5090	5255	5420	5502	5743	5996	6236	6486	6742	7123	7408
17	Q	5233	5403	5572	5659	5922	6190	6447	6709	6975	7386	7679
17	S	5325	5497	5670	5757	6023	6291	6547	6810	7071	7485	7784
18	Q	5498	5676	5856	5950	6237	6523	6818	7091	7374	7804	8118
18	S	5595	5778	5960	6057	6340	6626	6917	7196	7472	7908	8225

SUBTITLE B

19	Q	5796	5982	6173	6276	6590	6891	7209	7508	7821	8283	8614
19	S	5885	6077	6267	6374	6684	6990	7311	7607	7919	8384	8722
20	Q	6111	6311	6509	6624	6947	7271	7609	7933	8259	8753	9103
20	S	6205	6404	6606	6725	7053	7375	7714	8040	8360	8856	9212
21	Q	6439	6650	6860	6984	7340	7684	8044	8404	8752	9289	9661
21	S	6535	6745	6960	7088	7438	7790	8144	8508	8849	9390	9767
22	Q	6700	6917	7135	7269	7644	7737	8384	8767	9132	9690	10073
22	S	6793	7016	7234	7373	7739	8114	8481	8868	9231	9791	10180
24	Q	7655	7906	8155	8319	8757	9205	9642	10082	10533	11188	11639
24	S	7745	7997	8249	8419	8851	9306	9745	10182	10637	11289	11741

**Effective January 1, 2024  
Bargaining Unit: CU-500**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<b>S T E P S</b>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
08	Q	3812	3935	4057	4094	4220	4346	4483	4604	4738	4953	5154
13	Q	4519	4664	4812	4871	5051	5251	5454	5645	5856	6183	6431
16	Q	5129	5296	5460	5541	5782	6041	6291	6542	6812	7194	7485
16	S	5217	5386	5556	5640	5887	6146	6392	6648	6911	7301	7593
17	Q	5364	5538	5711	5800	6070	6345	6608	6877	7149	7571	7871
17	S	5458	5634	5812	5901	6174	6448	6711	6980	7248	7672	7979
18	Q	5635	5818	6002	6099	6393	6686	6988	7268	7558	7999	8321
18	S	5735	5922	6109	6208	6499	6792	7090	7376	7659	8106	8431

## SUBTITLE B

19	Q	5941	6132	6327	6433	6755	7063	7389	7696	8017	8490	8829
19	S	6032	6229	6424	6533	6851	7165	7494	7797	8117	8594	8940
20	Q	6264	6469	6672	6790	7121	7453	7799	8131	8465	8972	9331
20	S	6360	6564	6771	6893	7229	7559	7907	8241	8569	9077	9442
21	Q	6600	6816	7032	7159	7524	7876	8245	8614	8971	9521	9903
21	S	6698	6914	7134	7265	7624	7985	8348	8721	9070	9625	10011
22	Q	6868	7090	7313	7451	7835	7930	8594	8986	9360	9932	10325
22	S	6963	7191	7415	7557	7932	8317	8693	9090	9462	10036	10435
24	Q	7846	8104	8359	8527	8976	9435	9883	10334	10796	11468	11930
24	S	7939	8197	8455	8629	9072	9539	9989	10437	10903	11571	12035

(Source: Preemptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

### Section 310.APPENDIX A Negotiated Rates of Pay

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

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

## SUBTITLE B

Agriculture Land and Water Resource Specialist I	00831	RC-062	14
Agriculture Land and Water Resource Specialist II	00832	RC-062	17
Agriculture Land and Water Resource Specialist III	00833	RC-062	20
Aircraft Pilot I	00955	RC-062	19
Aircraft Pilot II	00956	RC-062	22
Aircraft Pilot II – Dual Rating	00957	RC-062	23
Amusement Ride Safety Inspector	01061	RC-062	16
Appraisal Specialist I	01251	RC-062	14
Appraisal Specialist II	01252	RC-062	16
Appraisal Specialist III	01253	RC-062	18
Arts Council Associate	01523	RC-062	12
Arts Council Program Coordinator	01526	RC-062	18
Arts Council Program Representative	01527	RC-062	15
Assignment Coordinator	01530	RC-062	20
Bank Examiner I	04131	RC-062	16
Bank Examiner II	04132	RC-062	19
Bank Examiner III	04133	RC-062	22
Behavior Analyst Associate	04375	RC-062	15
Behavior Analyst I	04371	RC-062	17
Behavior Analyst II	04372	RC-062	19
Boiler Safety Supervisor	04914	RC-062	24
Business Administrative Specialist	05810	RC-062	16
Business Manager	05815	RC-062	18
Buyer	05900	RC-062	18
Cancer Registrar I	05951	RC-062	14
Cancer Registrar II	05952	RC-062	16
Cancer Registrar III	05953	RC-062	20
Cancer Registrar Assistant Manager	05954	RC-062	22
Cancer Registrar Manager	05955	RC-062	24
Capital Development Board Account Technician	06515	RC-062	11
Capital Development Board Art in Architecture Technician	06533	RC-062	12
Capital Development Board Construction Support Analyst	06520	RC-062	11
Capital Development Board Project Technician	06530	RC-062	12
Chemist I	06941	RC-062	16
Chemist II	06942	RC-062	19
Chemist III	06943	RC-062	21
Child Protection Advanced Specialist	07161	RC-062	20
Child Protection Associate Specialist	07162	RC-062	17
Child Protection Specialist	07163	RC-062	19

## SUBTITLE B

Child Support Specialist I	07198	RC-062	16
Child Support Specialist II	07199	RC-062	17
Child Support Specialist Trainee	07200	RC-062	12
Child Welfare Associate Specialist	07216	RC-062	17
Child Welfare Staff Development Coordinator IV	07204	RC-062	22
Children and Family Service Intern – Option I	07241	RC-062	12
Children and Family Service Intern – Option II	07242	RC-062	15
Clinical Laboratory Technologist I	08220	RC-062	18
Clinical Laboratory Technologist II	08221	RC-062	19
Clinical Laboratory Technologist Trainee	08229	RC-062	14
CMS Human Resources Advanced Specialist	08280	RC-062	22
Communications Systems Specialist	08860	RC-062	23
Community Management Specialist I	08891	RC-062	15
Community Management Specialist II	08892	RC-062	17
Community Management Specialist III	08893	RC-062	19
Community Planner I	08901	RC-062	15
Community Planner II	08902	RC-062	17
Community Planner III	08903	RC-062	19
Conservation Education Representative	09300	RC-062	12
Conservation Grant Administrator I	09311	RC-062	18
Conservation Grant Administrator II	09312	RC-062	20
Conservation Grant Administrator III	09313	RC-062	22
Construction Program Assistant	09525	RC-062	12
Correctional Counselor I	09661	RC-062	15
Correctional Counselor II	09662	RC-062	17
Correctional Counselor III	09663	RC-062	19
Corrections Apprehension Specialist	09750	RC-062	19
Corrections Industries Marketing Representative	09803	RC-062	17
Corrections Law Library Assistant	09819	RC-062	14
Corrections Leisure Activities Specialist I	09811	RC-062	15
Corrections Leisure Activities Specialist II	09812	RC-062	17
Corrections Leisure Activities Specialist III	09813	RC-062	19
Corrections Parole Agent	09842	RC-062	17
Corrections Senior Parole Agent	09844	RC-062	19
Criminal Intelligence Analyst I	10161	RC-062	18
Criminal Intelligence Analyst II	10162	RC-062	20
Criminal Intelligence Analyst Specialist	10165	RC-062	22
Criminal Justice Specialist I	10231	RC-062	16
Criminal Justice Specialist II	10232	RC-062	20
Criminal Justice Specialist Trainee	10236	RC-062	13
Curator of the Lincoln Collection	10750	RC-062	16

## SUBTITLE B

Data Processing Supervisor I	11435	RC-062	11
Data Processing Supervisor II	11436	RC-062	14
Data Processing Supervisor III	11437	RC-062	18
Day Care Licensing Representative I	11471	RC-062	16
Developmental Disabilities Council Program Planner I	12361	RC-062	12
Developmental Disabilities Council Program Planner II	12362	RC-062	16
Developmental Disabilities Council Program Planner III	12363	RC-062	18
Dietary Manager I	12501	RC-062	16
Dietary Manager II	12502	RC-062	18
Dietitian	12510	RC-062	15
Disability Appeals Officer	12530	RC-062	22
Disability Claims Adjudicator I	12537	RC-062	16
Disability Claims Adjudicator II	12538	RC-062	18
Disability Claims Adjudicator Trainee	12539	RC-062	13
Disability Claims Analyst	12540	RC-062	21
Disability Claims Specialist	12558	RC-062	19
Disability Rights Manager	12560	RC-062	19
Disaster Services Planner	12585	RC-062	19
Document Examiner	12640	RC-062	22
Economic Development Representative I	12931	RC-062	17
Economic Development Representative II	12932	RC-062	19
Educational Diagnostician	12965	RC-062	12
Employee Benefits Specialist	13556	RC-062	16
Employment Security Field Office Supervisor	13600	RC-062	20
Employment Security Manpower Representative I	13621	RC-062	12
Employment Security Manpower Representative II	13622	RC-062	14
Employment Security Program Representative	13650	RC-062	14
Employment Security Program Representative – Intermittent	13651	RC-062	14H
Employment Security Service Representative	13667	RC-062	16
Employment Security Service Representative (Intermittent)	13667	RC-062	16H
Employment Security Specialist I	13671	RC-062	14
Employment Security Specialist II	13672	RC-062	16
Employment Security Specialist III	13673	RC-062	19
Employment Security Tax Auditor I	13681	RC-062	17
Employment Security Tax Auditor II	13682	RC-062	19

## SUBTITLE B

Energy and Natural Resources Specialist I	13711	RC-062	15
Energy and Natural Resources Specialist II	13712	RC-062	17
Energy and Natural Resources Specialist III	13713	RC-062	19
Energy and Natural Resources Specialist Trainee	13715	RC-062	12
Engineering Technician IV (Department of Public Health)	13734	RC-062	18
Environmental Health Specialist I	13768	RC-062	14
Environmental Health Specialist II	13769	RC-062	16
Environmental Health Specialist III	13770	RC-062	18
Environmental Protection Associate	13785	RC-062	12
Environmental Protection Specialist I	13821	RC-062	14
Environmental Protection Specialist II	13822	RC-062	16
Environmental Protection Specialist III	13823	RC-062	18
Environmental Protection Specialist IV	13824	RC-062	23
Equal Pay Specialist	13837	RC-062	17
Executive I	13851	RC-062	18
Executive II	13852	RC-062	20
Financial Institutions Examiner I	14971	RC-062	16
Financial Institutions Examiner II	14972	RC-062	19
Financial Institutions Examiner III	14973	RC-062	22
Financial Institutions Examiner Trainee	14978	RC-062	13
Firearms Eligibility Analyst I	15371	RC-062	13
Firearms Eligibility Analyst II	15372	RC-062	16
Firearms Eligibility Analyst Trainee	15375	RC-062	11
Fire Protection Specialist I	15351	RC-062	16
Flight Safety Coordinator	15640	RC-062	22
Forensic Scientist I	15891	RC-062	18
Forensic Scientist II	15892	RC-062	20
Forensic Scientist III	15893	RC-062	22
Forensic Scientist Trainee	15897	RC-062	15
Gaming Licensing Analyst	17171	RC-062	15
Gaming Licensing Specialist	17172	RC-062	17
Gaming Operations Supervisor	17181	RC-062	26
Gaming Senior Special Agent	17191	RC-062	23
Gaming Shift Supervisor	17187	RC-062	24
Gaming Special Agent	17192	RC-062	19
Gaming Special Agent Trainee	17195	RC-062	14
Gaming Unit Supervisor	17201	RC-062	26
Guardianship Representative	17710	RC-062	17
Habilitation Program Coordinator	17960	RC-062	17
Handicapped Services Representative I	17981	RC-062	11

## SUBTITLE B

Health Facilities Surveyor I	18011	RC-062	16
Health Facilities Surveyor II	18012	RC-062	19
Health Facilities Surveyor III	18013	RC-062	20
Health Information Administrator	18041	RC-062	15
Health Services Investigator I – Opt. A	18181	RC-062	19
Health Services Investigator II – Opt. A	18185	RC-062	22
Health Services Investigator II – Opt. C	18187	RC-062	25
Historical Actor (Abraham Lincoln Presidential Library and Museum)	18977	RC-062	16
Historical Documents Conservator	18984	RC-062	13
Historical Exhibits Designer	18985	RC-062	15
Historical Research Editor	19006	RC-062	14
Human Relations Representative	19670	RC-062	16
Human Resources Representative	19692	RC-062	17
Human Resources Specialist	19693	RC-062	20
Human Rights Investigator I	19774	RC-062	16
Human Rights Investigator II	19775	RC-062	18
Human Rights Investigator III	19776	RC-062	19
Human Rights Investigator Trainee	19768	RC-062	12
Human Rights Mediator	19771	RC-062	17
Human Rights Specialist I	19778	RC-062	14
Human Rights Specialist II	19779	RC-062	16
Human Rights Specialist III	19780	RC-062	18
Human Services Casework Manager	19788	RC-062	20
Human Services Caseworker	19785	RC-062	16
Human Services Grants Coordinator I	19791	RC-062	14
Human Services Grants Coordinator II	19792	RC-062	17
Human Services Grants Coordinator III	19793	RC-062	20
Human Services Grants Coordinator Trainee	19796	RC-062	12
Human Services Sign Language Interpreter	19810	RC-062	16
Iconographer	19880	RC-062	12
Industrial and Community Development Representative I	21051	RC-062	17
Industrial and Community Development Representative II	21052	RC-062	19
Industrial Services Consultant I	21121	RC-062	14
Industrial Services Consultant II	21122	RC-062	16
Industrial Services Consultant Trainee	21125	RC-062	11
Industrial Services Hygienist	21127	RC-062	19
Industrial Services Hygienist Technician	21130	RC-062	16
Industrial Services Hygienist Trainee	21133	RC-062	12

## SUBTITLE B

Information Technology/Communication Systems Specialist I	21216	RC-062	19
Information Technology/Communication Systems Specialist II	21217	RC-062	24
Instrument Designer	21500	RC-062	18
Insurance Analyst Specialist	21572	RC-062	14
Insurance Company Claims Examiner II	21602	RC-062	19
Insurance Company Field Staff Examiner	21608	RC-062	16
Insurance Company Financial Examiner Trainee	21610	RC-062	13
Insurance Financial Specialist, Department of Insurance	21613	RC-062	20
Insurance Performance Examiner I	21671	RC-062	14
Insurance Performance Examiner II	21672	RC-062	17
Insurance Performance Examiner III	21673	RC-062	20
Insurance Senior Analyst	21573	RC-062	16
Intermittent Unemployment Insurance Representative	21689	RC-062	12H
Internal Auditor I	21721	RC-062	17
Internal Auditor II	21727	RC-062	20
Internal Auditor Trainee	21726	RC-062	13
Internal Security Investigator I, not Department of Corrections	21731	RC-062	18
Internal Security Investigator II, not Department of Corrections	21732	RC-062	21
International Marketing Representative I, Department of Agriculture	21761	RC-062	14
Juvenile Justice Youth and Family Specialist, Option 1	21991	RC-062	18
Juvenile Justice Youth and Family Specialist, Option 2	21992	RC-062	20
KidCare Supervisor	22003	RC-062	20
Labor Conciliator	22750	RC-062	20
Laboratory Equipment Specialist	22990	RC-062	18
Laboratory Quality Specialist I	23021	RC-062	19
Laboratory Quality Specialist II	23022	RC-062	21
Laboratory Research Specialist I	23027	RC-062	19
Laboratory Research Specialist II	23028	RC-062	21
Land Acquisition Agent I	23091	RC-062	15
Land Acquisition Agent II	23092	RC-062	18
Land Acquisition Agent III	23093	RC-062	21

## SUBTITLE B

Land Reclamation Specialist I	23131	RC-062	14
Land Reclamation Specialist II	23132	RC-062	17
Liability Claims Adjuster I	23371	RC-062	14
Liability Claims Adjuster II	23372	RC-062	18
Library Associate	23430	RC-062	12
Liquor Control Investigator	23753	RC-062	19
Liquor Control Investigator Trainee	23756	RC-062	14
Life Sciences Career Trainee	23600	RC-062	12
Local Historical Services Representative	24000	RC-062	17
Local Housing Advisor I	24031	RC-062	14
Local Housing Advisor II	24032	RC-062	16
Local Housing Advisor III	24033	RC-062	18
Local Revenue and Fiscal Advisor I	24101	RC-062	15
Local Revenue and Fiscal Advisor II	24102	RC-062	17
Local Revenue and Fiscal Advisor III	24103	RC-062	19
Lottery Regional Coordinator	24504	RC-062	19
Lottery Sales Representative	24515	RC-062	16
Management Operations Analyst I	25541	RC-062	18
Management Operations Analyst II	25542	RC-062	20
Manpower Planner I	25591	RC-062	14
Manpower Planner II	25592	RC-062	17
Manpower Planner III	25593	RC-062	20
Manpower Planner Trainee	25597	RC-062	12
Medical Assistance Consultant I	26501	RC-062	13
Medical Assistance Consultant II	26502	RC-062	16
Medical Assistance Consultant III	26503	RC-062	19
Mental Health Administrator I	26811	RC-062	18
Mental Health Administrator II	26812	RC-062	20
Mental Health Administrator Trainee	26817	RC-062	16
Mental Health Recovery Support Specialist I	26921	RC-062	17
Mental Health Recovery Support Specialist II	26922	RC-062	18
Mental Health Specialist I	26924	RC-062	12
Mental Health Specialist II	26925	RC-062	14
Mental Health Specialist III	26926	RC-062	16
Mental Health Specialist Trainee	26928	RC-062	11
Meteorologist	27120	RC-062	18

## SUBTITLE B

Methods and Procedures Advisor I	27131	RC-062	14
Methods and Procedures Advisor II	27132	RC-062	16
Methods and Procedures Advisor III	27133	RC-062	20
Methods and Procedures Career Associate I	27135	RC-062	11
Methods and Procedures Career Associate II	27136	RC-062	12
Methods and Procedures Career Associate Trainee	27137	RC-062	09
Metrologist Associate	27146	RC-062	15
Microbiologist I	27151	RC-062	16
Microbiologist II	27152	RC-062	19
Museum Theater Systems Technician (Abraham Lincoln Presidential Library and Museum)	28700	RC-062	15
Natural Resources Advanced Specialist	28833	RC-062	20
Natural Resources Coordinator	28831	RC-062	15
Natural Resources Specialist	28832	RC-062	18
Oral Health Consultant	30317	RC-062	18
Paralegal Assistant	30860	RC-062	14
Plumbing Consultant (Department of Public Health)	32910	RC-062	22
Police Training Specialist	32990	RC-062	17
Private Secretary I	34201	RC-062	16
Program Integrity Auditor I	34631	RC-062	16
Program Integrity Auditor II	34632	RC-062	19
Program Integrity Auditor Trainee	34635	RC-062	12
Property Consultant	34900	RC-062	15
Public Aid Investigator	35870	RC-062	19
Public Aid Investigator Trainee	35874	RC-062	14
Public Aid Lead Casework Specialist	35880	RC-062	17
Public Aid Program Quality Analyst	35890	RC-062	19
Public Aid Quality Control Reviewer	35892	RC-062	17
Public Aid Quality Control Supervisor	35900	RC-062	19
Public Aid Staff Development Specialist I	36071	RC-062	15
Public Aid Staff Development Specialist II	36072	RC-062	17
Public Health Educator Associate	36434	RC-062	14
Public Health Program Specialist I	36611	RC-062	14
Public Health Program Specialist II	36612	RC-062	16
Public Health Program Specialist III	36613	RC-062	19
Public Health Program Specialist Trainee	36615	RC-062	12
Public Information Coordinator	36750	RC-062	18
Public Information Officer III	37003	RC-062	19
Public Information Officer IV	37004	RC-062	21

## SUBTITLE B

Public Safety Drug Screening Specialist	37006	RC-062	17
Public Safety Inspector	37007	RC-062	16
Public Safety Inspector Trainee	37010	RC-062	10
Public Service Administrator, Option 8Z	37015	RC-062	19
Public Service Administrator, Options 2, 6, 7 Gaming Board and Departments of Healthcare and Family Services and Revenue, 8C, 9A and 9B	37015	RC-062	24
Public Service Administrator, Options 8B and 8Y	37015	RC-062	23
Railroad Safety Specialist I	37601	RC-062	19
Railroad Safety Specialist II	37602	RC-062	21
Railroad Safety Specialist III	37603	RC-062	23
Railroad Safety Specialist IV	37604	RC-062	25
Real Estate Investigator	37730	RC-062	19
Real Estate Professions Examiner	37760	RC-062	22
Recreation Worker I	38001	RC-062	12
Recreation Worker II	38002	RC-062	14
Rehabilitation Counselor	38145	RC-062	17
Rehabilitation Counselor Senior	38158	RC-062	19
Rehabilitation Counselor Trainee	38159	RC-062	15
Rehabilitation Services Advisor I	38176	RC-062	20
Rehabilitation Workshop Supervisor I	38194	RC-062	12
Rehabilitation Workshop Supervisor II	38195	RC-062	14
Rehabilitation Workshop Supervisor III	38196	RC-062	16
Reimbursement Officer I	38199	RC-062	14
Reimbursement Officer II	38200	RC-062	16
Research Economist	38209	RC-062	18
Research Scientist I	38231	RC-062	13
Research Scientist II	38232	RC-062	16
Research Scientist III	38233	RC-062	20
Residential Services Supervisor	38280	RC-062	15
Resource Planner I	38281	RC-062	17
Resource Planner II	38282	RC-062	19
Resource Planner III	38283	RC-062	22

## SUBTITLE B

Retirement Benefits Representative (State Retirement Systems)	38313	RC-062	12
Retirement Benefits Representative Supervisor (State Retirement Systems)	38314	RC-062	14
Retirement Benefits Representative Trainee (State Retirement Systems)	38316	RC-062	10
Retirement System Benefits Technician I	38321	RC-062	14
Retirement System Benefits Technician II	38322	RC-062	19
Retirement System Disability Specialist	38310	RC-062	19
Revenue Audit Supervisor	38369	RC-062	25
Revenue Audit Supervisor (states other than IL and not assigned to RC-062-29 – Hired prior to April 1, 2013)	38369	RC-062	27
Revenue Audit Supervisor (See contract – Hired prior to April 1, 2013)	38369	RC-062	29
Revenue Auditor I	38371	RC-062	16
Revenue Auditor I (states other than IL and not assigned to RC-062-21 – Hired prior to April 1, 2013)	38371	RC-062	19
Revenue Auditor I (See contract – Hired prior to April 1, 2013)	38371	RC-062	21
Revenue Auditor II	38372	RC-062	19
Revenue Auditor II (states other than IL and not assigned to RC-062-24 – Hired prior to April 1, 2013)	38372	RC-062	22
Revenue Auditor II (See contract – Hired prior to April 1, 2013)	38372	RC-062	24
Revenue Auditor III	38373	RC-062	22
Revenue Auditor III (states other than IL and not assigned to RC-062-26 – Hired prior to April 1, 2013)	38373	RC-062	24
Revenue Auditor III (See contract – Hired prior to April 1, 2013)	38373	RC-062	26
Revenue Auditor Trainee	38375	RC-062	12
Revenue Auditor Trainee (states other than IL and not assigned to RC-062-15 – Hired prior to April 1, 2013)	38375	RC-062	13
Revenue Auditor Trainee (See contract – Hired prior to April 1, 2013)	38375	RC-062	15

## SUBTITLE B

Revenue Collection Officer I	38401	RC-062	15
Revenue Collection Officer II	38402	RC-062	17
Revenue Collection Officer III	38403	RC-062	19
Revenue Collection Officer Trainee	38405	RC-062	12
Revenue Computer Audit Specialist	38425	RC-062	23
Revenue Computer Audit Specialist (states other than IL and not assigned to RC-062-27 – Hired prior to April 1, 2013)	38425	RC-062	25
Revenue Computer Audit Specialist (See contract – Hired prior to April 1, 2013)	38425	RC-062	27
Revenue Senior Special Agent	38557	RC-062	23
Revenue Special Agent	38558	RC-062	19
Revenue Special Agent Trainee	38565	RC-062	14
Revenue Tax Specialist I	38571	RC-062	12
Revenue Tax Specialist II (IL)	38572	RC-062	14
Revenue Tax Specialist II (states other than IL, CA or NJ)	38572	RC-062	17
Revenue Tax Specialist II (CA or NJ)	38572	RC-062	19
Revenue Tax Specialist III	38573	RC-062	17
Revenue Tax Specialist Trainee	38575	RC-062	10
Sex Offender Therapist I	40531	RC-062	17
Sex Offender Therapist II	40532	RC-062	19
Site Assistant Superintendent I	41071	RC-062	15
Site Assistant Superintendent II	41072	RC-062	17
Site Interpretive Coordinator	41093	RC-062	13
Site Services Specialist I	41117	RC-062	15
Site Services Specialist II	41118	RC-062	17
Social Service Consultant I	41301	RC-062	18
Social Service Consultant II	41302	RC-062	19
Social Service Program Planner I	41311	RC-062	15
Social Service Program Planner II	41312	RC-062	17
Social Service Program Planner III	41313	RC-062	20
Social Service Program Planner IV	41314	RC-062	22
Social Services Career Trainee	41320	RC-062	12
Social Worker I	41411	RC-062	17
Staff Development Specialist I	41771	RC-062	18
Staff Development Technician I	41781	RC-062	12
Staff Development Technician II	41782	RC-062	15
State Mine Inspector	42230	RC-062	19
State Mine Inspector-at-Large	42240	RC-062	21

## SUBTITLE B

State Police Field Specialist I	42001	RC-062	18
State Police Field Specialist II	42002	RC-062	20
Statistical Research Specialist I	42741	RC-062	12
Statistical Research Specialist II	42742	RC-062	14
Statistical Research Specialist III	42743	RC-062	17
Storage Tank Safety Specialist	43005	RC-062	18
Telecommunications Specialist	45295	RC-062	15
Telecommunications Systems Analyst	45308	RC-062	17
Telecommunications Systems Technician I	45312	RC-062	10
Telecommunications Systems Technician II	45313	RC-062	13
Terrorism Research Specialist I	45371	RC-062	18
Terrorism Research Specialist II	45372	RC-062	20
Terrorism Research Specialist III	45373	RC-062	22
Terrorism Research Specialist Trainee	45375	RC-062	14
Unemployment Insurance Adjudicator I	47001	RC-062	11
Unemployment Insurance Adjudicator II	47002	RC-062	13
Unemployment Insurance Adjudicator III	47003	RC-062	15
Unemployment Insurance Revenue Analyst I	47081	RC-062	15
Unemployment Insurance Revenue Analyst II	47082	RC-062	17
Unemployment Insurance Revenue Specialist	47087	RC-062	13
Unemployment Insurance Special Agent	47096	RC-062	18
Vehicle Emission Compliance Supervisor, Environmental Protection Agency	47583	RC-062	15
Veterans Educational Specialist	47686	RC-062	22
Veterans Educational Specialist I	47681	RC-062	15
Veterans Educational Specialist II	47682	RC-062	17
Veterans Educational Specialist III	47683	RC-062	21
Veterans Employment Representative I	47701	RC-062	14
Veterans Employment Representative II	47702	RC-062	16
Veterans Employment Representative III	47703	RC-062	18
Volunteer Services Coordinator I	48481	RC-062	13
Volunteer Services Coordinator II	48482	RC-062	16
Volunteer Services Coordinator III	48483	RC-062	18
Wage Claims Specialist	48770	RC-062	09
Weatherization Specialist I	49101	RC-062	14
Weatherization Specialist II	49102	RC-062	17
Weatherization Specialist III	49103	RC-062	20
Weatherization Specialist Trainee	49105	RC-062	12
Workers Compensation Insurance Compliance Investigator	49640	RC-062	20

## SUBTITLE B

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – Pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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

SUBTITLE B

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

Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

**Effective July 1, 2023**  
**Bargaining Unit: RC-062**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
09	B	3610	3725	3842	3875	3994	4122	4249	4385	4516	4730	4918
09	Q	3754	3874	3995	4032	4156	4289	4421	4566	4702	4925	5125
09	S	3829	3951	4076	4114	4241	4377	4513	4657	4794	5020	5223
10	B	3722	3842	3962	3998	4144	4267	4409	4548	4687	4926	5126
10	Q	3869	3995	4118	4160	4313	4441	4593	4736	4886	5145	5350
10	S	3948	4076	4203	4245	4398	4531	4682	4826	4984	5241	5450
11	B	3858	3983	4105	4145	4287	4426	4586	4736	4884	5143	5348
11	Q	4010	4139	4267	4315	4468	4612	4778	4938	5093	5368	5582
11	S	4086	4218	4350	4400	4553	4701	4869	5030	5190	5464	5683
12	B	4010	4139	4267	4315	4472	4618	4791	4948	5129	5406	5620
12	Q	4169	4306	4439	4491	4656	4810	4994	5167	5352	5643	5870
12	S	4249	4386	4525	4578	4744	4900	5091	5263	5452	5745	5976

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12H	B	24.68	25.47	26.26	26.55	27.52	28.42	29.48	30.45	31.56	33.27	34.58
12H	Q	25.66	26.50	27.32	27.64	28.65	29.60	30.73	31.80	32.94	34.73	36.12
12H	S	26.15	26.99	27.85	28.17	29.19	30.15	31.33	32.39	33.55	35.35	36.78
13	B	4158	4292	4426	4476	4640	4816	4996	5178	5373	5672	5896
13	Q	4325	4466	4606	4660	4830	5023	5219	5410	5609	5927	6165
13	S	4406	4549	4691	4750	4924	5120	5319	5506	5710	6030	6271
14	B	4331	4471	4610	4668	4843	5033	5254	5444	5650	5982	6221
14	Q	4514	4658	4805	4866	5048	5258	5484	5690	5908	6250	6498
14	S	4593	4742	4890	4956	5149	5350	5582	5793	6008	6350	6601
14H	B	26.65	27.51	28.37	28.73	29.80	30.97	32.33	33.50	34.77	36.81	38.28
14H	Q	27.78	28.66	29.57	29.94	31.06	32.36	33.75	35.02	36.36	38.46	39.99
14H	S	28.26	29.18	30.09	30.50	31.69	32.92	34.35	35.65	36.97	39.08	40.62
15	B	4499	4646	4791	4854	5067	5276	5481	5702	5918	6275	6522
15	Q	4692	4844	4997	5064	5285	5506	5727	5964	6184	6551	6818
15	S	4777	4932	5087	5155	5384	5602	5828	6065	6285	6656	6921
16	B	4706	4859	5011	5080	5305	5540	5770	6011	6251	6621	6887
16	Q	4907	5067	5227	5299	5540	5795	6034	6284	6534	6922	7202
16	S	5001	5164	5322	5402	5640	5893	6136	6381	6635	7018	7300
16H	B	28.96	29.90	30.84	31.26	32.65	34.09	35.51	36.99	38.47	40.74	42.38
16H	Q	30.20	31.18	32.17	32.61	34.09	35.66	37.13	38.67	40.21	42.60	44.32
16H	S	30.78	31.78	32.75	33.24	34.71	36.26	37.76	39.27	40.83	43.19	44.92
17	B	4928	5087	5246	5322	5567	5823	6069	6316	6572	6963	7243
17	Q	5137	5303	5470	5553	5818	6085	6341	6598	6868	7277	7571
17	S	5229	5398	5567	5652	5921	6189	6445	6700	6968	7382	7675
18	B	5181	5350	5517	5601	5870	6141	6425	6684	6953	7367	7664
18	Q	5408	5583	5757	5851	6138	6424	6714	6989	7268	7703	8011
18	S	5495	5673	5853	5947	6236	6522	6817	7090	7372	7799	8114

## SUBTITLE B

19	B	5456	5633	5808	5901	6203	6495	6794	7084	7379	7828	8140
19	J	5456	5633	5808	5901	6203	6495	6794	7084	7379	7828	8140
19	Q	5698	5884	6067	6168	6485	6783	7108	7402	7714	8179	8507
19	S	5793	5978	6168	6274	6588	6889	7207	7506	7817	8280	8611
20	B	5757	5946	6133	6235	6550	6853	7181	7494	7804	8278	8610
20	Q	6014	6209	6404	6517	6844	7168	7508	7830	8156	8654	9001
20	S	6108	6308	6506	6620	6946	7268	7607	7931	8257	8752	9102
21	B	6078	6274	6472	6587	6924	7258	7597	7941	8274	8790	9141
21	U	6078	6274	6472	6587	6924	7258	7597	7941	8274	8790	9141
21	Q	6346	6553	6760	6883	7235	7586	7938	8302	8650	9187	9554
21	S	6439	6650	6860	6984	7335	7684	8043	8402	8747	9287	9657
22	B	6422	6628	6837	6962	7325	7681	8045	8418	8767	9313	9687
22	Q	6704	6921	7140	7274	7655	8030	8406	8794	9166	9733	10119
22	S	6798	7023	7244	7379	7751	8132	8507	8899	9271	9835	10229
23	B	6805	7027	7249	7385	7775	8175	8562	8955	9342	9935	10333
23	Q	7110	7342	7575	7720	8130	8544	8946	9363	9768	10379	10793
23	S	7201	7436	7670	7822	8228	8646	9049	9462	9870	10481	10896
24	B	7234	7473	7708	7859	8276	8712	9129	9552	9982	10609	11031
24	J	7234	7473	7708	7859	8276	8712	9129	9552	9982	10609	11031
24	Q	7560	7805	8053	8215	8653	9103	9543	9979	10430	11086	11529
24	S	7653	7904	8153	8317	8751	9201	9639	10082	10533	11185	11632
25	B	7710	7961	8212	8377	8836	9303	9766	10229	10696	11382	11835
25	J	7710	7961	8212	8377	8836	9303	9766	10229	10696	11382	11835
25	Q	8048	8312	8573	8752	9231	9715	10209	10695	11178	11893	12370
25	S	8141	8408	8675	8855	9333	9818	10306	10791	11274	11994	12478
26	B	8217	8485	8755	8940	9430	9931	10431	10919	11409	12143	12629
26	U	8217	8485	8755	8940	9430	9931	10431	10919	11409	12143	12629
26	Q	8613	8893	9173	9371	9878	10401	10926	11438	11949	12722	13230
26	S	8691	8974	9256	9457	9973	10502	11032	11546	12064	12847	13362

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27	B	8766	9054	9341	9544	10064	10592	11129	11652	12176	12962	13483
27	J	8766	9054	9341	9544	10064	10592	11129	11652	12176	12962	13483
27	U	8766	9054	9341	9544	10064	10592	11129	11652	12176	12962	13483
27	Q	9161	9461	9760	9975	10516	11072	11637	12180	12726	13549	14092
28	B	9195	9496	9796	10013	10555	11114	11680	12227	12775	13601	14147
29	U	9647	9961	10276	10506	11079	11664	12255	12830	13406	14274	14843

**Effective January 1, 2024  
Bargaining Unit: RC-062**

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
09	B	3700	3818	3938	3972	4094	4225	4355	4495	4629	4848	5041
09	Q	3848	3971	4095	4133	4260	4396	4532	4680	4820	5048	5253
09	S	3925	4050	4178	4217	4347	4486	4626	4773	4914	5146	5354
10	B	3815	3938	4061	4098	4248	4374	4519	4662	4804	5049	5254
10	Q	3966	4095	4221	4264	4421	4552	4708	4854	5008	5274	5484
10	S	4047	4178	4308	4351	4508	4644	4799	4947	5109	5372	5586
11	B	3954	4083	4208	4249	4394	4537	4701	4854	5006	5272	5482
11	Q	4110	4242	4374	4423	4580	4727	4897	5061	5220	5502	5722
11	S	4188	4323	4459	4510	4667	4819	4991	5156	5320	5601	5825
12	B	4110	4242	4374	4423	4584	4733	4911	5072	5257	5541	5761
12	Q	4273	4414	4550	4603	4772	4930	5119	5296	5486	5784	6017
12	S	4355	4496	4638	4692	4863	5023	5218	5395	5588	5889	6125
12H	B	25.29	26.10	26.92	27.22	28.21	29.13	30.22	31.21	32.35	34.10	35.45
12H	Q	26.30	27.16	28.00	28.33	29.37	30.34	31.50	32.59	33.76	35.59	37.03
12H	S	26.80	27.67	28.54	28.87	29.93	30.91	32.11	33.20	34.39	36.24	37.69

## SUBTITLE B

13	B	4262	4399	4537	4588	4756	4936	5121	5307	5507	5814	6043
13	Q	4433	4578	4721	4777	4951	5149	5349	5545	5749	6075	6319
13	S	4516	4663	4808	4869	5047	5248	5452	5644	5853	6181	6428
14	B	4439	4583	4725	4785	4964	5159	5385	5580	5791	6132	6377
14	Q	4627	4774	4925	4988	5174	5389	5621	5832	6056	6406	6660
14	S	4708	4861	5012	5080	5278	5484	5722	5938	6158	6509	6766
14H	B	27.32	28.20	29.08	29.45	30.55	31.75	33.14	34.34	35.64	37.74	39.24
14H	Q	28.47	29.38	30.31	30.70	31.84	33.16	34.59	35.89	37.27	39.42	40.98
14H	S	28.97	29.91	30.84	31.26	32.48	33.75	35.21	36.54	37.90	40.06	41.64
15	B	4611	4762	4911	4975	5194	5408	5618	5845	6066	6432	6685
15	Q	4809	4965	5122	5191	5417	5644	5870	6113	6339	6715	6988
15	S	4896	5055	5214	5284	5519	5742	5974	6217	6442	6822	7094
16	B	4824	4980	5136	5207	5438	5679	5914	6161	6407	6787	7059
16	Q	5030	5194	5358	5431	5679	5940	6185	6441	6697	7095	7382
16	S	5126	5293	5455	5537	5781	6040	6289	6541	6801	7193	7483
16H	B	29.69	30.65	31.61	32.04	33.46	34.95	36.39	37.91	39.43	41.77	43.44
16H	Q	30.95	31.96	32.97	33.42	34.95	36.55	38.06	39.64	41.21	43.66	45.43
16H	S	31.54	32.57	33.57	34.07	35.58	37.17	38.70	40.25	41.85	44.26	46.05
17	B	5051	5214	5377	5455	5706	5969	6221	6474	6736	7137	7424
17	Q	5265	5436	5607	5692	5963	6237	6500	6763	7040	7459	7760
17	S	5360	5533	5706	5793	6069	6344	6606	6868	7142	7567	7867
18	B	5311	5484	5655	5741	6017	6295	6586	6851	7127	7551	7856
18	Q	5543	5723	5901	5997	6291	6585	6882	7164	7450	7896	8211
18	S	5632	5815	5999	6096	6392	6685	6987	7267	7556	7994	8317
19	B	5592	5774	5953	6049	6358	6657	6964	7261	7563	8024	8344
19	J	5592	5774	5953	6049	6358	6657	6964	7261	7563	8024	8344
19	Q	5840	6031	6219	6322	6647	6953	7286	7587	7907	8383	8720
19	S	5938	6127	6322	6431	6753	7061	7387	7694	8012	8487	8826

## SUBTITLE B

20	B	5901	6095	6286	6391	6714	7024	7361	7681	7999	8485	8825
20	Q	6164	6364	6564	6680	7015	7347	7696	8026	8360	8870	9226
20	S	6261	6466	6669	6786	7120	7450	7797	8129	8463	8971	9330
21	B	6230	6431	6634	6752	7097	7439	7787	8140	8481	9010	9370
21	U	6230	6431	6634	6752	7097	7439	7787	8140	8481	9010	9370
21	Q	6505	6717	6929	7055	7416	7776	8136	8510	8866	9417	9793
21	S	6600	6816	7032	7159	7518	7876	8244	8612	8966	9519	9898
22	B	6583	6794	7008	7136	7508	7873	8246	8628	8986	9546	9929
22	Q	6872	7094	7319	7456	7846	8231	8616	9014	9395	9976	10372
22	S	6968	7199	7425	7563	7945	8335	8720	9121	9503	10081	10485
23	B	6975	7203	7430	7570	7969	8379	8776	9179	9576	10183	10591
23	Q	7288	7526	7764	7913	8333	8758	9170	9597	10012	10638	11063
23	S	7381	7622	7862	8018	8434	8862	9275	9699	10117	10743	11168
24	B	7415	7660	7901	8055	8483	8930	9357	9791	10232	10874	11307
24	J	7415	7660	7901	8055	8483	8930	9357	9791	10232	10874	11307
24	Q	7749	8000	8254	8420	8869	9331	9782	10228	10691	11363	11817
24	S	7844	8102	8357	8525	8970	9431	9880	10334	10796	11465	11923
25	B	7903	8160	8417	8586	9057	9536	10010	10485	10963	11667	12131
25	J	7903	8160	8417	8586	9057	9536	10010	10485	10963	11667	12131
25	Q	8249	8520	8787	8971	9462	9958	10464	10962	11457	12190	12679
25	S	8345	8618	8892	9076	9566	10063	10564	11061	11556	12294	12790
26	B	8422	8697	8974	9164	9666	10179	10692	11192	11694	12447	12945
26	U	8422	8697	8974	9164	9666	10179	10692	11192	11694	12447	12945
26	Q	8828	9115	9402	9605	10125	10661	11199	11724	12248	13040	13561
26	S	8908	9198	9487	9693	10222	10765	11308	11835	12366	13168	13696
27	B	8985	9280	9575	9783	10316	10857	11407	11943	12480	13286	13820
27	J	8985	9280	9575	9783	10316	10857	11407	11943	12480	13286	13820
27	U	8985	9280	9575	9783	10316	10857	11407	11943	12480	13286	13820
27	Q	9390	9698	10004	10224	10779	11349	11928	12485	13044	13888	14444

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28 B 9425 9733 10041 10263 10819 11392 11972 12533 13094 13941 14501

29 U 9888 10210 10533 10769 11356 11956 12561 13151 13741 14631 15214

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Actuary III	00203	RC-063	26
Architect	01440	RC-063	22
Chaplain I	06901	RC-063	17
Chaplain II	06902	RC-063	20
Child Welfare Administrative Case Reviewer	07190	RC-063	23
Child Welfare Advanced Specialist	07215	RC-063	20
Child Welfare Court Facilitator	07196	RC-063	22
Child Welfare Senior Specialist	07217	RC-063	22
Child Welfare Specialist	07218	RC-063	19
Civil Engineer I	07601	RC-063	15
Civil Engineer II	07602	RC-063	17
Civil Engineer III	07603	RC-063	19
Civil Engineer IV	07604	RC-063	22
Clinical Pharmacist	08235	RC-063	25
Clinical Psychologist	08250	RC-063	23
Clinical Psychology Associate	08255	RC-063	18
Corrections Assessment Specialist	09758	RC-063	19
Day Care Licensing Representative II	11472	RC-063	19
Dentist I	11751	RC-063	23
Dentist II	11752	RC-063	26
Educator – Career and Technical (9 Months), Illinois School for the Visually Impaired	13103	RC-063	11.5
Educator – Career and Technical (12 Months), Department of Juvenile Justice	13103	RC-063	14
Electrical Engineer, Department of Public Health	13180	RC-063	22

## SUBTITLE B

Environmental Engineer I	13751	RC-063	15
Environmental Engineer II	13752	RC-063	17
Environmental Engineer III	13753	RC-063	19
Environmental Engineer IV	13754	RC-063	23
Environmental Protection Engineer I	13791	RC-063	15
Environmental Protection Engineer II	13792	RC-063	17
Environmental Protection Engineer III	13793	RC-063	19
Environmental Protection Engineer IV	13794	RC-063	22
Environmental Protection Geologist I	13801	RC-063	15
Environmental Protection Geologist II	13802	RC-063	17
Environmental Protection Geologist III	13803	RC-063	19
Fire Protection Engineer (State Fire Marshal)	15340	RC-063	22
Geographic Information Specialist I	17271	RC-063	19
Geographic Information Specialist II	17272	RC-063	23
Geographic Information Trainee	17276	RC-063	15
Graduate Pharmacist	17345	RC-063	20
Hearing and Speech Advanced Specialist	18227	RC-063	22
Hearing and Speech Associate	18231	RC-063	18
Hearing and Speech Specialist	18233	RC-063	20
Historical Library Chief of Acquisitions	16987	RC-063	19
Information Services Intern	21160	RC-063	15
Information Services Specialist I	21161	RC-063	17
Information Services Specialist II	21162	RC-063	19
Information Systems Analyst I	21165	RC-063	21
Information Systems Analyst II	21166	RC-063	23
Information Systems Analyst III	21167	RC-063	25
Laboratory Research Scientist	23025	RC-063	23
Landscape Architect	23145	RC-063	22
Landscape Planner	23150	RC-063	19
Librarian I	23401	RC-063	16
Librarian II	23402	RC-063	18
Management Systems Specialist	25583	RC-063	21
Manuscripts Manager, Abraham Lincoln Presidential Library and Museum	25610	RC-063	19
Mechanical Engineer I	26201	RC-063	15
Mechanical Engineer II	26202	RC-063	17
Mechanical Engineer III	26203	RC-063	19
Nutritionist	29820	RC-063	18

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Occupational Therapist	29900	RC-063	17
Occupational Therapist Program			
Coordinator	29908	RC-063	19
Occupational Therapist Supervisor	29910	RC-063	21
Pharmacy Manager (Department of Human Services)	32025	RC-063	27
Pharmacy Services Coordinator	32010	RC-063	25
Physical Therapist	32145	RC-063	17
Physical Therapist Program Coordinator	32153	RC-063	19
Podiatrist	32960	RC-063	14
Project Designer	34725	RC-063	19
Psychologist I	35611	RC-063	17
Psychologist II	35612	RC-063	20
Psychologist III	35613	RC-063	22
Psychologist Associate	35626	RC-063	15
Public Health Educator	36430	RC-063	19
Public Service Administrator, Option 8D	37015	RC-063	23
Public Service Administrator, Option 8P			
Department of Human Services	37015	RC-063	26
Public Service Administrator, Option 8U			
Department of Human Services	37015	RC-063	21
Public Service Administrator, Options 1, 3, 4, 6, 6E, 7 Criminal Justice Information Authority, 8A Department of Public Health, 8E, 8N, 8S Departments of Human Services and Veterans' Affairs and 8T	37015	RC-063	24
Public Service Administrator, Options 8H, 8I Department of Natural Resources and 9G	37015	RC-063	22
Rehabilitation/Mobility Instructor	38163	RC-063	19
Rehabilitation/Mobility Instructor Trainee	38167	RC-063	15
School Psychologist	39200	RC-063	19
Social Worker II	41412	RC-063	19
Social Worker III	41413	RC-063	20
Social Worker IV	41414	RC-063	22
Staff Pharmacist	41787	RC-063	24
Statistical Research Supervisor	42745	RC-063	20
Veterinarian I	47901	RC-063	18
Veterinarian II	47902	RC-063	20
Veterinarian III	47903	RC-063	21

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Vision/Hearing Consultant I	47941	RC-063	16
Vision/Hearing Consultant II	47942	RC-063	20
Vision/Hearing Consultant III	47943	RC-063	21

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – Pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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

SUBTITLE B

on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled (see Section 310.220(f)) above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002 shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

**Effective July 1, 2023  
Bargaining Unit: RC-063**

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
11.5	B	3717	3836	3954	3992	4176	4366	4552	4736	4928	5223	5431
11.5	Q	3874	3999	4124	4163	4363	4566	4755	4949	5151	5457	5677
11.5	S	3943	4070	4196	4240	4441	4643	4834	5026	5226	5536	5755
14	B	4331	4471	4610	4668	4843	5033	5254	5444	5650	5982	6221
14	E	4331	4471	4610	4668	4843	5033	5254	5444	5650	5982	6221
14	Q	4514	4658	4805	4866	5048	5258	5484	5690	5908	6250	6498
14	L	4514	4658	4805	4866	5048	5258	5484	5690	5908	6250	6498
14	S	4593	4742	4890	4956	5149	5350	5582	5793	6008	6350	6601
14	P	4593	4742	4890	4956	5149	5350	5582	5793	6008	6350	6601

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15	B	4499	4646	4791	4854	5067	5276	5481	5702	5918	6275	6522
15	Q	4692	4844	4997	5064	5285	5506	5727	5964	6184	6551	6818
15	S	4777	4932	5087	5155	5384	5602	5828	6065	6285	6656	6921
16	B	4706	4859	5011	5080	5305	5540	5770	6011	6251	6621	6887
16	Q	4907	5067	5227	5299	5540	5795	6034	6284	6534	6922	7202
16	S	5001	5164	5322	5402	5640	5893	6136	6381	6635	7018	7300
17	B	4928	5087	5246	5322	5567	5823	6069	6316	6572	6963	7243
17	Q	5137	5303	5470	5553	5818	6085	6341	6598	6868	7277	7571
17	S	5229	5398	5567	5652	5921	6189	6445	6700	6968	7382	7675
18	B	5181	5350	5517	5601	5870	6141	6425	6684	6953	7367	7664
18	Q	5408	5583	5757	5851	6138	6424	6714	6989	7268	7703	8011
18	S	5495	5673	5853	5947	6236	6522	6817	7090	7372	7799	8114
19	B	5456	5633	5808	5901	6203	6495	6794	7084	7379	7828	8140
19	Q	5698	5884	6067	6168	6485	6783	7108	7402	7714	8179	8507
19	S	5793	5978	6168	6274	6588	6889	7207	7506	7817	8280	8611
20	B	5757	5946	6133	6235	6550	6853	7181	7494	7804	8278	8610
20	Q	6014	6209	6404	6517	6844	7168	7508	7830	8156	8654	9001
20	S	6108	6308	6506	6620	6946	7268	7607	7931	8257	8752	9102
21	B	6078	6274	6472	6587	6924	7258	7597	7941	8274	8790	9141
21	Q	6346	6553	6760	6883	7235	7586	7938	8302	8650	9187	9554
21	S	6439	6650	6860	6984	7335	7684	8043	8402	8747	9287	9657
22	B	6422	6628	6837	6962	7325	7681	8045	8418	8767	9313	9687
22	Q	6704	6921	7140	7274	7655	8030	8406	8794	9166	9733	10119
22	S	6798	7023	7244	7379	7751	8132	8507	8899	9271	9835	10229
23	B	6805	7027	7249	7385	7775	8175	8562	8955	9342	9935	10333
23	Q	7110	7342	7575	7720	8130	8544	8946	9363	9768	10379	10793
23	S	7201	7436	7670	7822	8228	8646	9049	9462	9870	10481	10896

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24	B	7234	7473	7708	7859	8276	8712	9129	9552	9982	10609	11031
24	Q	7560	7805	8053	8215	8653	9103	9543	9979	10430	11086	11529
24	S	7653	7904	8153	8317	8751	9201	9639	10082	10533	11185	11632
25	B	7710	7961	8212	8377	8836	9303	9766	10229	10696	11382	11835
25	Q	8048	8312	8573	8752	9231	9715	10209	10695	11178	11893	12370
25	S	8141	8408	8675	8855	9333	9818	10306	10791	11274	11994	12478
26	B	8217	8485	8755	8940	9430	9931	10431	10919	11409	12143	12629
26	Q	8613	8893	9173	9371	9878	10401	10926	11438	11949	12722	13230
26	S	8691	8974	9256	9457	9973	10502	11032	11546	12064	12847	13362
27	B	8766	9054	9341	9544	10064	10592	11129	11652	12176	12962	13483
27	Q	9161	9461	9760	9975	10516	11072	11637	12180	12726	13549	14092
28	B	9195	9496	9796	10013	10555	11114	11680	12227	12775	13601	14147
29	B	9647	9961	10276	10506	11079	11664	12255	12830	13406	14274	14843

**Effective January 1, 2024  
Bargaining Unit: RC-063**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
11.5	B	3810	3932	4053	4092	4280	4475	4666	4854	5051	5354	5567
11.5	Q	3971	4099	4227	4267	4472	4680	4874	5073	5280	5593	5819
11.5	S	4042	4172	4301	4346	4552	4759	4955	5152	5357	5674	5899
14	B	4439	4583	4725	4785	4964	5159	5385	5580	5791	6132	6377
14	E	4439	4583	4725	4785	4964	5159	5385	5580	5791	6132	6377
14	Q	4627	4774	4925	4988	5174	5389	5621	5832	6056	6406	6660
14	L	4627	4774	4925	4988	5174	5389	5621	5832	6056	6406	6660
14	S	4708	4861	5012	5080	5278	5484	5722	5938	6158	6509	6766
14	P	4708	4861	5012	5080	5278	5484	5722	5938	6158	6509	6766

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15	B	4611	4762	4911	4975	5194	5408	5618	5845	6066	6432	6685
15	Q	4809	4965	5122	5191	5417	5644	5870	6113	6339	6715	6988
15	S	4896	5055	5214	5284	5519	5742	5974	6217	6442	6822	7094
16	B	4824	4980	5136	5207	5438	5679	5914	6161	6407	6787	7059
16	Q	5030	5194	5358	5431	5679	5940	6185	6441	6697	7095	7382
16	S	5126	5293	5455	5537	5781	6040	6289	6541	6801	7193	7483
17	B	5051	5214	5377	5455	5706	5969	6221	6474	6736	7137	7424
17	Q	5265	5436	5607	5692	5963	6237	6500	6763	7040	7459	7760
17	S	5360	5533	5706	5793	6069	6344	6606	6868	7142	7567	7867
18	B	5311	5484	5655	5741	6017	6295	6586	6851	7127	7551	7856
18	Q	5543	5723	5901	5997	6291	6585	6882	7164	7450	7896	8211
18	S	5632	5815	5999	6096	6392	6685	6987	7267	7556	7994	8317
19	B	5592	5774	5953	6049	6358	6657	6964	7261	7563	8024	8344
19	Q	5840	6031	6219	6322	6647	6953	7286	7587	7907	8383	8720
19	S	5938	6127	6322	6431	6753	7061	7387	7694	8012	8487	8826
20	B	5901	6095	6286	6391	6714	7024	7361	7681	7999	8485	8825
20	Q	6164	6364	6564	6680	7015	7347	7696	8026	8360	8870	9226
20	S	6261	6466	6669	6786	7120	7450	7797	8129	8463	8971	9330
21	B	6230	6431	6634	6752	7097	7439	7787	8140	8481	9010	9370
21	Q	6505	6717	6929	7055	7416	7776	8136	8510	8866	9417	9793
21	S	6600	6816	7032	7159	7518	7876	8244	8612	8966	9519	9898
22	B	6583	6794	7008	7136	7508	7873	8246	8628	8986	9546	9929
22	Q	6872	7094	7319	7456	7846	8231	8616	9014	9395	9976	10372
22	S	6968	7199	7425	7563	7945	8335	8720	9121	9503	10081	10485
23	B	6975	7203	7430	7570	7969	8379	8776	9179	9576	10183	10591
23	Q	7288	7526	7764	7913	8333	8758	9170	9597	10012	10638	11063
23	S	7381	7622	7862	8018	8434	8862	9275	9699	10117	10743	11168

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24	B	7415	7660	7901	8055	8483	8930	9357	9791	10232	10874	11307
24	Q	7749	8000	8254	8420	8869	9331	9782	10228	10691	11363	11817
24	S	7844	8102	8357	8525	8970	9431	9880	10334	10796	11465	11923
25	B	7903	8160	8417	8586	9057	9536	10010	10485	10963	11667	12131
25	Q	8249	8520	8787	8971	9462	9958	10464	10962	11457	12190	12679
25	S	8345	8618	8892	9076	9566	10063	10564	11061	11556	12294	12790
26	B	8422	8697	8974	9164	9666	10179	10692	11192	11694	12447	12945
26	Q	8828	9115	9402	9605	10125	10661	11199	11724	12248	13040	13561
26	S	8908	9198	9487	9693	10222	10765	11308	11835	12366	13168	13696
27	B	8985	9280	9575	9783	10316	10857	11407	11943	12480	13286	13820
27	Q	9390	9698	10004	10224	10779	11349	11928	12485	13044	13888	14444
28	B	9425	9733	10041	10263	10819	11392	11972	12533	13094	13941	14501
29	B	9888	10210	10533	10769	11356	11956	12561	13151	13741	14631	15214

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

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

## SUBTITLE B

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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

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continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

**Effective July 1, 2023**  
**Bargaining Unit: RC-063**

12-Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	E	5032	5195	5357	5438	5692	5942	6214	6534	6837	7418	7714
01	BA	L	5103	5270	5434	5517	5771	6030	6308	6630	6939	7528	7827
01	BA	P	5193	5360	5530	5614	5878	6126	6405	6730	7043	7626	7931
02	BA + 8 Hours	E	5164	5331	5497	5581	5839	6104	6424	6753	7071	7669	7977
02	BA + 8 Hours	L	5241	5411	5582	5667	5924	6190	6515	6847	7174	7782	8092
02	BA + 8 Hours	P	5332	5503	5676	5767	6029	6291	6616	6950	7277	7879	8194
03	BA + 16 Hours	E	5285	5456	5628	5715	5988	6293	6626	6945	7299	7915	8232
03	BA + 16 Hours	L	5359	5535	5709	5799	6074	6382	6724	7049	7405	8030	8353
03	BA + 16 Hours	P	5451	5628	5803	5896	6176	6486	6824	7148	7508	8132	8457
04	BA + 24 Hours	E	5404	5580	5752	5843	6137	6484	6826	7175	7523	8175	8503
04	BA + 24 Hours	L	5481	5660	5836	5931	6230	6578	6925	7284	7634	8292	8626
04	BA + 24 Hours	P	5575	5755	5939	6034	6326	6678	7023	7387	7736	8399	8733
05	MA	E	5540	5720	5900	5996	6313	6674	7029	7399	7744	8420	8758
05	MA	L	5618	5800	5981	6080	6405	6769	7132	7506	7864	8544	8889
05	MA	P	5714	5897	6083	6184	6505	6868	7228	7606	7965	8646	8992
06	MA + 16 Hours	E	5639	5823	6005	6105	6462	6818	7174	7546	7901	8591	8932
06	MA + 16 Hours	L	5720	5905	6091	6192	6551	6916	7279	7662	8015	8718	9066
06	MA + 16 Hours	P	5809	6000	6188	6292	6656	7015	7386	7762	8121	8811	9166
07	MA + 32 Hours	E	5808	5999	6186	6291	6646	7010	7375	7741	8101	8796	9149
07	MA + 32 Hours	L	5893	6084	6275	6381	6742	7113	7485	7859	8219	8922	9281
07	MA + 32 Hours	P	5984	6181	6374	6485	6841	7216	7586	7963	8319	9026	9388

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**Effective July 1, 2023**  
**Bargaining Unit: RC-063**

9- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	M	3737	3858	3979	4014	4236	4467	4686	4926	5155	5659	5883
01	BA	O	3737	3858	3979	4014	4236	4467	4686	4926	5155	5659	5883
01	BA	V	3737	3858	3979	4014	4236	4467	4686	4926	5155	5659	5883
01	BA	W	3792	3915	4035	4073	4293	4533	4757	5001	5233	5742	5969
01	BA	X	3857	3981	4105	4144	4372	4605	4830	5074	5311	5817	6049
02	BA + 8 Hours	M	3850	3977	4100	4140	4362	4601	4839	5091	5333	5841	6076
02	BA + 8 Hours	O	3850	3977	4100	4140	4362	4601	4839	5091	5333	5841	6076
02	BA + 8 Hours	V	3850	3977	4100	4140	4362	4601	4839	5091	5333	5841	6076
02	BA + 8 Hours	W	3909	4035	4162	4205	4427	4668	4909	5162	5411	5929	6163
02	BA + 8 Hours	X	3977	4104	4233	4276	4504	4743	4984	5238	5488	6002	6240
03	BA + 16 Hours	M	3949	4077	4204	4247	4496	4748	4996	5234	5500	6033	6275
03	BA + 16 Hours	O	3949	4077	4204	4247	4496	4748	4996	5234	5500	6033	6275
03	BA + 16 Hours	V	3949	4077	4204	4247	4496	4748	4996	5234	5500	6033	6275
03	BA + 16 Hours	W	4005	4136	4263	4312	4561	4815	5069	5311	5580	6121	6368
03	BA + 16 Hours	X	4074	4205	4333	4383	4636	4893	5145	5387	5659	6197	6448
04	BA + 24 Hours	M	4058	4188	4319	4366	4630	4889	5147	5415	5673	6228	6479
04	BA + 24 Hours	O	4058	4188	4319	4366	4630	4889	5147	5415	5673	6228	6479
04	BA + 24 Hours	V	4058	4188	4319	4366	4630	4889	5147	5415	5673	6228	6479
04	BA + 24 Hours	W	4114	4247	4382	4431	4700	4961	5224	5497	5756	6316	6574
04	BA + 24 Hours	X	4186	4321	4458	4510	4772	5036	5295	5575	5833	6397	6656
05	MA	M	4180	4315	4450	4499	4762	5029	5299	5575	5839	6408	6666
05	MA	O	4180	4315	4450	4499	4762	5029	5299	5575	5839	6408	6666
05	MA	V	4180	4315	4450	4499	4762	5029	5299	5575	5839	6408	6666
05	MA	W	4239	4375	4513	4565	4833	5101	5375	5657	5931	6504	6766
05	MA	X	4310	4448	4587	4643	4909	5177	5451	5729	6005	6580	6843
06	MA + 16 Hours	M	4275	4414	4552	4606	4872	5142	5413	5692	5951	6533	6790
06	MA + 16 Hours	O	4275	4414	4552	4606	4872	5142	5413	5692	5951	6533	6790
06	MA + 16 Hours	V	4275	4414	4552	4606	4872	5142	5413	5692	5951	6533	6790
06	MA + 16 Hours	W	4336	4477	4619	4674	4941	5215	5492	5779	6039	6628	6892
06	MA + 16 Hours	X	4406	4548	4690	4750	5018	5290	5573	5854	6118	6700	6969

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07	MA + 32 Hours	M	4403	4546	4688	4746	5013	5284	5560	5835	6106	6689	6960
07	MA + 32 Hours	O	4403	4546	4688	4746	5013	5284	5560	5835	6106	6689	6960
07	MA + 32 Hours	V	4403	4546	4688	4746	5013	5284	5560	5835	6106	6689	6960
07	MA + 32 Hours	W	4466	4610	4755	4814	5088	5360	5643	5925	6194	6784	7060
07	MA + 32 Hours	X	4534	4684	4828	4892	5160	5438	5719	6003	6270	6865	7142

**Effective January 1, 2024  
Bargaining Unit: RC-063**

12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	E	5158	5325	5491	5574	5834	6091	6369	6697	7008	7603	7907
01	BA	L	5231	5402	5570	5655	5915	6181	6466	6796	7112	7716	8023
01	BA	P	5323	5494	5668	5754	6025	6279	6565	6898	7219	7817	8129
02	BA + 8 Hours	E	5293	5464	5634	5721	5985	6257	6585	6922	7248	7861	8176
02	BA + 8 Hours	L	5372	5546	5722	5809	6072	6345	6678	7018	7353	7977	8294
02	BA + 8 Hours	P	5465	5641	5818	5911	6180	6448	6781	7124	7459	8076	8399
03	BA + 16 Hours	E	5417	5592	5769	5858	6138	6450	6792	7119	7481	8113	8438
03	BA + 16 Hours	L	5493	5673	5852	5944	6226	6542	6892	7225	7590	8231	8562
03	BA + 16 Hours	P	5587	5769	5948	6043	6330	6648	6995	7327	7696	8335	8668
04	BA + 24 Hours	E	5539	5720	5896	5989	6290	6646	6997	7354	7711	8379	8716
04	BA + 24 Hours	L	5618	5802	5982	6079	6386	6742	7098	7466	7825	8499	8842
04	BA + 24 Hours	P	5714	5899	6087	6185	6484	6845	7199	7572	7929	8609	8951
05	MA	E	5679	5863	6048	6146	6471	6841	7205	7584	7938	8631	8977
05	MA	L	5758	5945	6131	6232	6565	6938	7310	7694	8061	8758	9111
05	MA	P	5857	6044	6235	6339	6668	7040	7409	7796	8164	8862	9217
06	MA + 16 Hours	E	5780	5969	6155	6258	6624	6988	7353	7735	8099	8806	9155
06	MA + 16 Hours	L	5863	6053	6243	6347	6715	7089	7461	7854	8215	8936	9293
06	MA + 16 Hours	P	5954	6150	6343	6449	6822	7190	7571	7956	8324	9031	9395
07	MA + 32 Hours	E	5953	6149	6341	6448	6812	7185	7559	7935	8304	9016	9378
07	MA + 32 Hours	L	6040	6236	6432	6541	6911	7291	7672	8055	8424	9145	9513
07	MA + 32 Hours	P	6134	6336	6533	6647	7012	7396	7776	8162	8527	9252	9623

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**Effective January 1, 2024  
Bargaining Unit: RC-063**

9- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	M	3830	3954	4078	4114	4342	4579	4803	5049	5284	5800	6030
01	BA	O	3830	3954	4078	4114	4342	4579	4803	5049	5284	5800	6030
01	BA	V	3830	3954	4078	4114	4342	4579	4803	5049	5284	5800	6030
01	BA	W	3887	4013	4136	4175	4400	4646	4876	5126	5364	5886	6118
01	BA	X	3953	4081	4208	4248	4481	4720	4951	5201	5444	5962	6200
02	BA + 8 Hours	M	3946	4076	4203	4244	4471	4716	4960	5218	5466	5987	6228
02	BA + 8 Hours	O	3946	4076	4203	4244	4471	4716	4960	5218	5466	5987	6228
02	BA + 8 Hours	V	3946	4076	4203	4244	4471	4716	4960	5218	5466	5987	6228
02	BA + 8 Hours	W	4007	4136	4266	4310	4538	4785	5032	5291	5546	6077	6317
02	BA + 8 Hours	X	4076	4207	4339	4383	4617	4862	5109	5369	5625	6152	6396
03	BA + 16 Hours	M	4048	4179	4309	4353	4608	4867	5121	5365	5638	6184	6432
03	BA + 16 Hours	O	4048	4179	4309	4353	4608	4867	5121	5365	5638	6184	6432
03	BA + 16 Hours	V	4048	4179	4309	4353	4608	4867	5121	5365	5638	6184	6432
03	BA + 16 Hours	W	4105	4239	4370	4420	4675	4935	5196	5444	5720	6274	6527
03	BA + 16 Hours	X	4176	4310	4441	4493	4752	5015	5274	5522	5800	6352	6609
04	BA + 24 Hours	M	4159	4293	4427	4475	4746	5011	5276	5550	5815	6384	6641
04	BA + 24 Hours	O	4159	4293	4427	4475	4746	5011	5276	5550	5815	6384	6641
04	BA + 24 Hours	V	4159	4293	4427	4475	4746	5011	5276	5550	5815	6384	6641
04	BA + 24 Hours	W	4217	4353	4492	4542	4818	5085	5355	5634	5900	6474	6738
04	BA + 24 Hours	X	4291	4429	4569	4623	4891	5162	5427	5714	5979	6557	6822
05	MA	M	4285	4423	4561	4611	4881	5155	5431	5714	5985	6568	6833
05	MA	O	4285	4423	4561	4611	4881	5155	5431	5714	5985	6568	6833
05	MA	V	4285	4423	4561	4611	4881	5155	5431	5714	5985	6568	6833
05	MA	W	4345	4484	4626	4679	4954	5229	5509	5798	6079	6667	6935
05	MA	X	4418	4559	4702	4759	5032	5306	5587	5872	6155	6745	7014
06	MA + 16 Hours	M	4382	4524	4666	4721	4994	5271	5548	5834	6100	6696	6960
06	MA + 16 Hours	O	4382	4524	4666	4721	4994	5271	5548	5834	6100	6696	6960
06	MA + 16 Hours	V	4382	4524	4666	4721	4994	5271	5548	5834	6100	6696	6960
06	MA + 16 Hours	W	4444	4589	4734	4791	5065	5345	5629	5923	6190	6794	7064
06	MA + 16 Hours	X	4516	4662	4807	4869	5143	5422	5712	6000	6271	6868	7143

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07	MA + 32 Hours	M	4513	4660	4805	4865	5138	5416	5699	5981	6259	6856	7134
07	MA + 32 Hours	O	4513	4660	4805	4865	5138	5416	5699	5981	6259	6856	7134
07	MA + 32 Hours	V	4513	4660	4805	4865	5138	5416	5699	5981	6259	6856	7134
07	MA + 32 Hours	W	4578	4725	4874	4934	5215	5494	5784	6073	6349	6954	7237
07	MA + 32 Hours	X	4647	4801	4949	5014	5289	5574	5862	6153	6427	7037	7321

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

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

Stipend – Effective July 1, 2023, and implemented upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a \$1,200 stipend.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: July 1, 2023, 4.0%; January 1, 2024, 2.5%; July 1, 2024, 4.0%; July 1, 2025, 3.95%; and July 1, 2026, 3.5%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be

## SUBTITLE B

increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 6 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 6 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 6 in the same or higher pay grade on or before July 1, 2013, the Step 6 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 6 while they remain in the same or lower pay grade. Effective January 1, 2024, longevity shall be increased by \$30 to \$105 per month for those employees who attain ten years of continuous service and have three or more years of creditable service on Step 8. For those employees who attain fifteen years of continuous service and have three or more years of creditable service on Step 8, longevity shall be increased by \$30 to \$130 per month.

## SUBTITLE B

**Effective July 1, 2023**  
**Bargaining Unit: RC-063**

Pay Grade	Pay Plan Code	S T E P S								
		1c	1b	1a	1	2	3	4	5	6
MD	B	11092	11456	11819	12096	12791	13492	14189	14895	15583
MD	Q	11590	11968	12347	12643	13368	14100	14829	15563	16286
MD	S	11680	12063	12445	12742	13467	14203	14931	15664	16391
MD-A	B	11724	12108	12491	12791	13582	14374	15165	15956	16744
MD-A	Q	12250	12651	13051	13368	14198	15021	15854	16677	17503
MD-A	S	12341	12744	13150	13467	14295	15126	15954	16781	17604
MD-B	B	12782	13199	13619	13952	14787	15629	16464	17307	18147
MD-B	Q	13357	13796	14234	14588	15455	16337	17212	18088	18963
MD-B	S	13448	13887	14329	14685	15560	16440	17310	18185	19066
MD-C	B	14265	14734	15201	15583	16511	17449	18374	19306	20234
MD-C	Q	14906	15394	15883	16286	17261	18236	19203	20177	21146
MD-C	S	14999	15492	15984	16391	17361	18335	19307	20276	21251
MD-D	B	15962	16487	17008	17449	18374	19306	20234	21162	22095
MD-D	Q	16677	17227	17773	18236	19203	20177	21146	22125	23094
MD-D	S	16768	17318	17868	18335	19307	20276	21251	22222	23191
MD-E	B	16915	17469	18024	18493	19480	20467	21451	22441	23422
MD-E	Q	17673	18254	18833	19328	20359	21393	22418	23451	24477
MD-E	S	17769	18355	18936	19434	20455	21488	22519	23554	24582

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**Effective January 1, 2024  
Bargaining Unit: RC-063**

Pay Grade	Pay Plan Code	S T E P S								
		1c	1b	1a	1	2	3	4	5	6
MD	B	11369	11742	12114	12398	13111	13829	14544	15267	15973
MD	Q	11880	12267	12656	12959	13702	14453	15200	15952	16693
MD	S	11972	12365	12756	13061	13804	14558	15304	16056	16801
MD-A	B	12017	12411	12803	13111	13922	14733	15544	16355	17163
MD-A	Q	12556	12967	13377	13702	14553	15397	16250	17094	17941
MD-A	S	12650	13063	13479	13804	14652	15504	16353	17201	18044
MD-B	B	13102	13529	13959	14301	15157	16020	16876	17740	18601
MD-B	Q	13691	14141	14590	14953	15841	16745	17642	18540	19437
MD-B	S	13784	14234	14687	15052	15949	16851	17743	18640	19543
MD-C	B	14622	15102	15581	15973	16924	17885	18833	19789	20740
MD-C	Q	15279	15779	16280	16693	17693	18692	19683	20681	21675
MD-C	S	15374	15879	16384	16801	17795	18793	19790	20783	21782
MD-D	B	16361	16899	17433	17885	18833	19789	20740	21691	22647
MD-D	Q	17094	17658	18217	18692	19683	20681	21675	22678	23671
MD-D	S	17187	17751	18315	18793	19790	20783	21782	22778	23771
MD-E	B	17338	17906	18475	18955	19967	20979	21987	23002	24008
MD-E	Q	18115	18710	19304	19811	20868	21928	22978	24037	25089
MD-E	S	18213	18814	19409	19920	20966	22025	23082	24143	25197

(Source: Peremptory Amendment at 47 Ill. Reg. 15712, effective October 18, 2023)

## SUBTITLE B

**Section 310.APPENDIX A Negotiated Rates of Pay****Section 310.TABLE AA NR-916 (Departments of Central Management Services, Natural Resources and Transportation, Teamsters)****Effective January 1, 2020**

<b>Title</b>	<b>Title Code</b>	<b>Bargaining Unit</b>	<b>Pay Plan Code</b>	<b>Minimum Salary</b>	<b>Midpoint Salary</b>	<b>Maximum Salary</b>
Cartographer III	06673	NR-916	B	4765	6530	8295
Civil Engineer I	07601	NR-916	B	4635	5823	7010
Civil Engineer II	07602	NR-916	B	4945	6490	8035
Civil Engineer III	07603	NR-916	B	5430	7215	9000
Civil Engineer Trainee	07607	NR-916	B	4365	5163	5960
End-User Computer Services Specialist I	13691	NR-916	B	4190	5753	7315
End-User Computer Services Specialist II	13692	NR-916	B	4765	6530	8295
End-User Computer Systems Analyst	13693	NR-916	B	5120	7138	9155
Engineering Technician I	13731	NR-916	B	2695	3715	4735
Engineering Technician II	13732	NR-916	B	3235	4463	5690
Engineering Technician III	13733	NR-916	B	3920	5348	6775
Engineering Technician IV	13734	NR-916	B	4790	6783	8775
Highway Construction Supervisor I	18525	NR-916	B	4345	5975	7605
Highway Construction Supervisor II	18526	NR-916	B	4855	6823	8790
Technical Manager I	45261	NR-916	B	3680	5040	6400

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NOTES:

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

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

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

(Source: Amended at 45 Ill. Reg. 8651, effective July 1, 2021)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

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

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

**S T E P S**

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

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

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

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

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

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

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

**Section 310.APPENDIX A Negotiated Rates of Pay**

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

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

**Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**

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

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

**Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**

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

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

**Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**

## SUBTITLE B

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## SUBTITLE B

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

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

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

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

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

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

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

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

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

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

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

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

**Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**

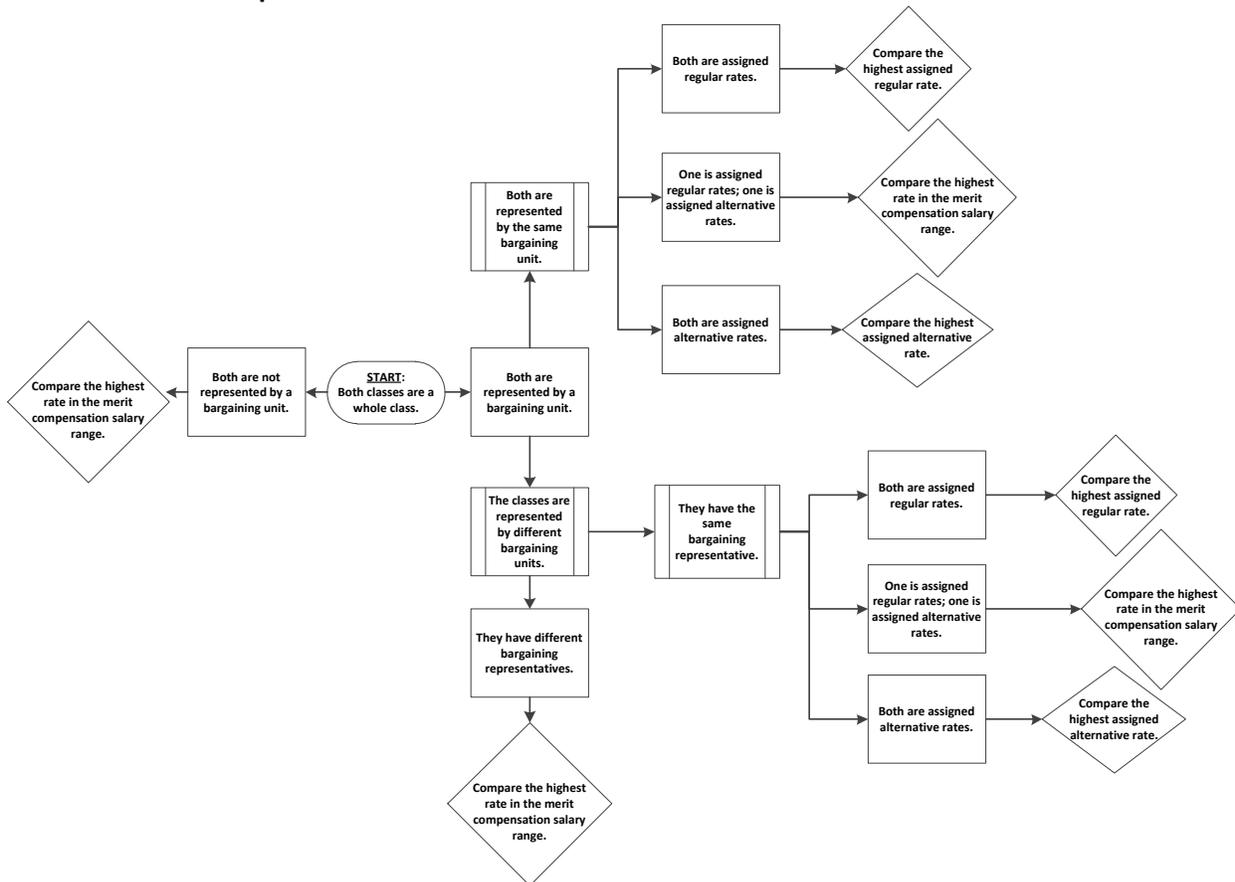
**Section 310.TABLE AE Frozen RC-090-Rates-of-Pay (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)**

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

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

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

**Classification Comparison Flow Chart: Both classes are whole.**

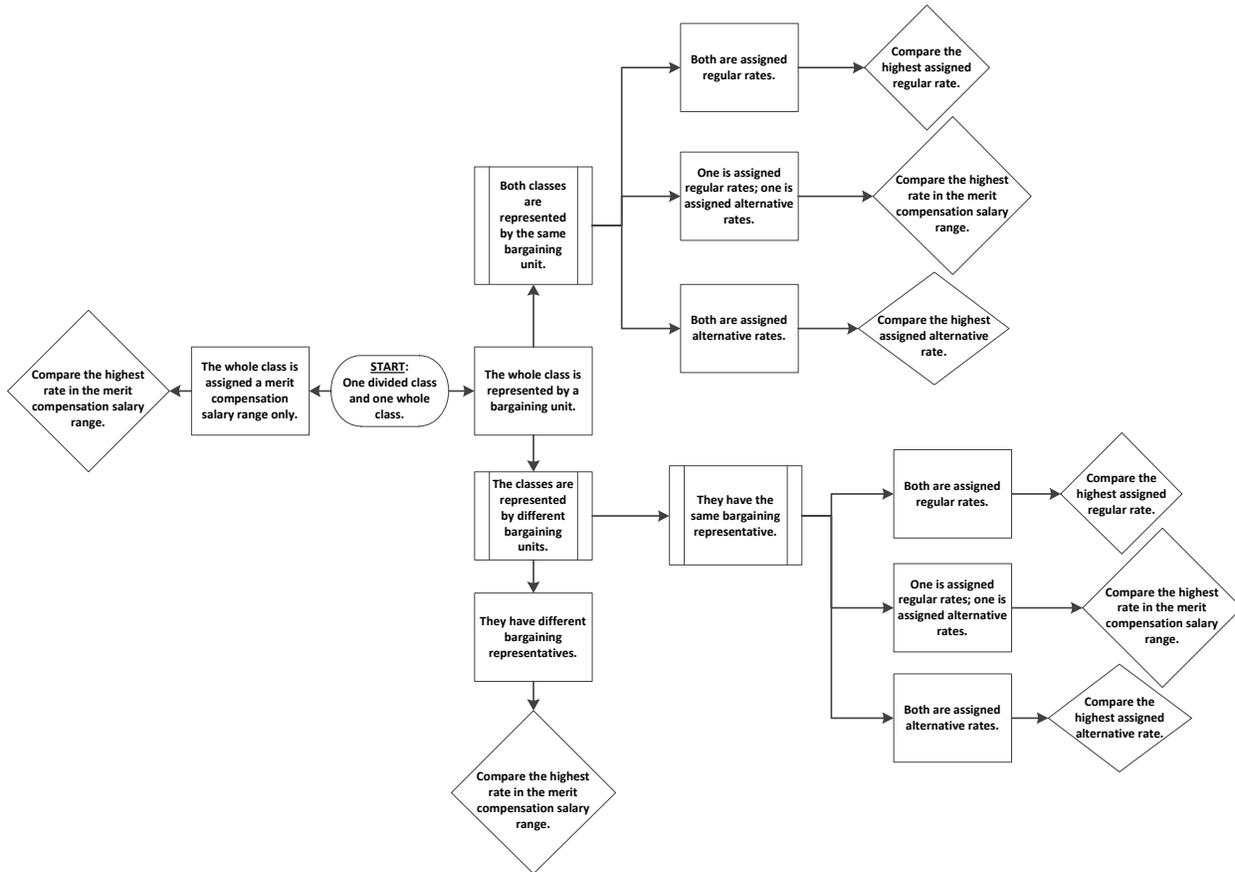


(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

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

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

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

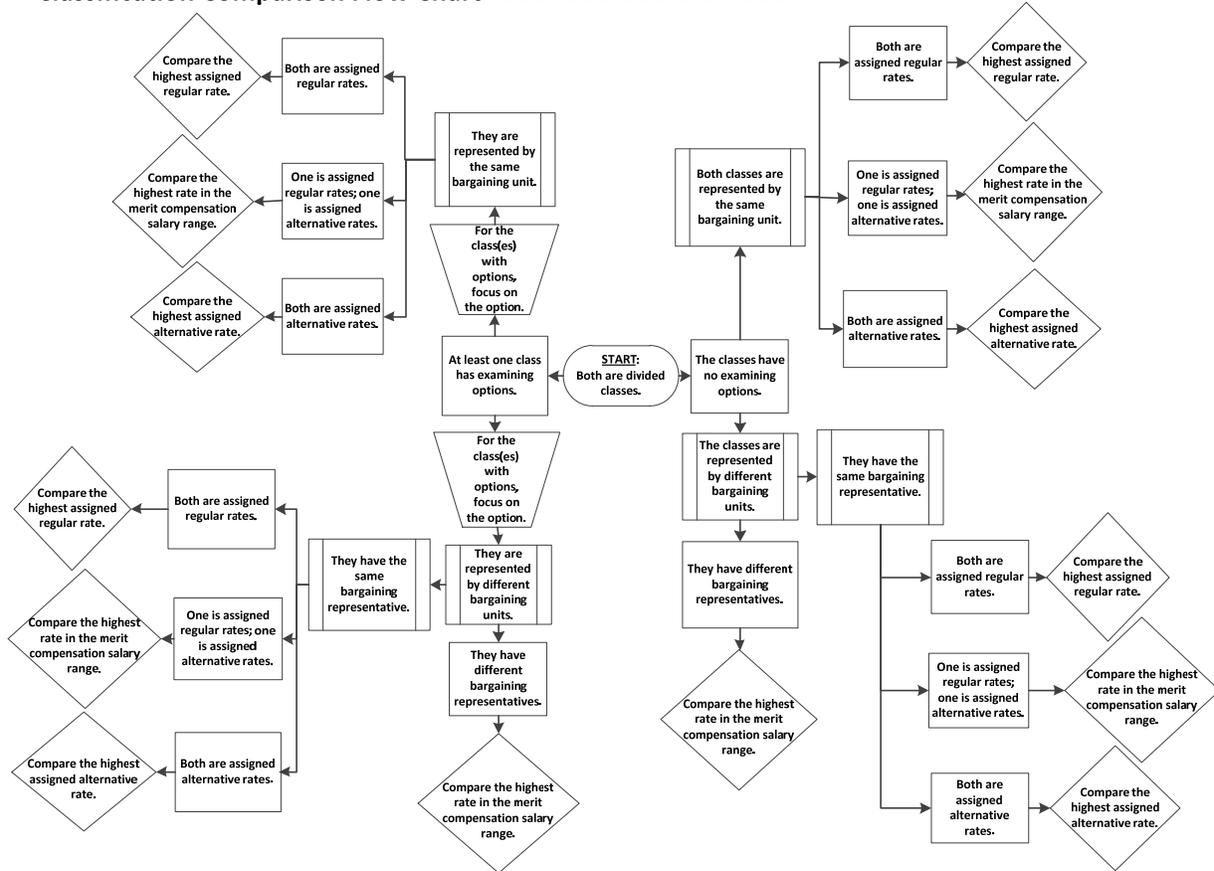


(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

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

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

**Classification Comparison Flow Chart: Both classes are divided.**



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

## SUBTITLE B

**Section 310.APPENDIX D Merit Compensation System Salary Schedule****Effective January 1, 2024**

<b>Salary Range</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
MS-01	2284	3231
MS-02	2295	3728
MS-03	2306	4093
MS-04	2317	4357
MS-05	2328	4587
MS-06	2339	4698
MS-07	2350	4897
MS-08	2367	5108
MS-09	2464	5368
MS-10	2556	5802
MS-11	2611	6188
MS-12	2666	6242
MS-13	2779	6530
MS-14	2892	6577
MS-15	2900	6725
MS-16	3020	6917
MS-17	3059	6946
MS-18	3136	7275
MS-19	3174	7321
MS-20	3258	7746
MS-21	3341	7775
MS-22	3435	8127
MS-23	3528	8222
MS-24	3626	8402
MS-25	3724	8731
MS-26	3831	9208
MS-27	3937	9253
MS-28	4058	9714
MS-29	4178	9870
MS-30	4303	11350
MS-31	4432	12021
MS-32	4565	12795

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MS-33	4702	13617
MS-34	4843	14577
MS-35	4988	15550
MS-36	5138	16661
MS-37	5292	17913
MS-38	5451	18339
MS-39	5615	18743
MS-60	8414	19954
MS-61	9093	21129
MS-62	9396	21664
MS-63	5783	23309
MS-64	10441	23510
MS-65	10812	24676
MS-66	10987	24953
MS-67	11163	25237

**Effective January 1, 2023**

<b>Salary Range</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
MS-01	2121	3231
MS-02	2138	3728
MS-03	2155	4093
MS-04	2172	4357
MS-05	2189	4587
MS-06	2207	4698
MS-07	2280	4897
MS-08	2367	5108
MS-09	2464	5368
MS-10	2556	5802
MS-11	2611	6188
MS-12	2666	6242
MS-13	2779	6530
MS-14	2892	6577
MS-15	2900	6725
MS-16	3020	6917
MS-17	3059	6946

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MS-18	3136	7275
MS-19	3174	7321
MS-20	3258	7746
MS-21	3341	7775
MS-22	3435	8127
MS-23	3528	8222
MS-24	3626	8402
MS-25	3724	8731
MS-26	3831	9208
MS-27	3937	9253
MS-28	4058	9714
MS-29	4178	9870
MS-30	4303	11350
MS-31	4432	12021
MS-32	4565	12795
MS-33	4702	13617
MS-34	4843	14577
MS-35	4988	15550
MS-36	5138	16661
MS-37	5292	17913
MS-38	5451	18339
MS-39	5615	18743
MS-60	8414	19954
MS-61	9093	21129
MS-62	9396	21664
MS-63	5783	23309
MS-64	10441	23510
MS-65	10812	24676
MS-66	10987	24953
MS-67	11163	25237

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

(Source: Amended at 47 Ill. Reg. 10482, effective July 1, 2023)

## SUBTITLE B

**Section 310.APPENDIX E Teaching Salary Schedule (Repealed)**

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

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

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

**Section 310.APPENDIX G Broad-Band Pay Range Classes Salary Schedule****Effective July 1, 2023**

<b>Title</b>	<b>Title Code</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
CMS Human Resources Advanced Specialist	08280	2895	9714
Health Information Administrator	18041	2674	7911
Human Resources Representative	19692	2324	6657
Human Resources Specialist	19693	2674	7911
Liquor Control Supervisor	23755	3116	11079
Public Service Administrator	37015	3116	11079
Residential Services Supervisor	38280	2324	6657
Senior Public Service Administrator, Option 3	40070	4295	16667
Senior Public Service Administrator, other than Option 3	40070	4295	13760

NOTE: The positions allocated to the Public Service Administrator and Senior Public Service Administrator titles that are assigned to the broad-banded salary range have options. See the definition of option in Section 310.500.

(Source: Amended at 47 Ill. Reg. 12738, effective August 14, 2023)