

AGREEMENT

For RC-06-OCB

RC-09-OCB

RC-10-OCB

RC-14-OCB

RC-28-OCB

RC-42-OCB

RC-62-OCB

RC-63-OCB

CU-500

BETWEEN



STATE OF ILLINOIS

**Department of Central
Management Services**

AND

**AMERICAN FEDERATION
OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES
COUNCIL 31 (AFSCME),
AFL-CIO**



July 1, 2023 - June 30, 2027

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PREAMBLE

In order to establish harmonious employment relations through a mutual process, to provide fair and equitable treatment to all employees, to promote the quality and continuance of public service, to achieve full recognition for the value of employees and the vital and necessary work they perform, to specify wages, hours, benefits, and working conditions, and to provide for the prompt and equitable resolution of disputes, the parties agree as follows:

AGREEMENT

THIS AGREEMENT has been made and entered into by and between the DEPARTMENT OF CENTRAL MANAGEMENT SERVICES, and all Departments, Boards and Commissions subject to the Personnel Code, and whose vouchers are subject to approval by the Department of Central Management Services, of the State of Illinois (hereinafter referred to as the "Employer") and the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES COUNCIL 31, AFL-CIO (hereinafter referred to as the "Union") on behalf of its affiliated locals and the employees in the collective bargaining units described below and in Article I.

The Union has been duly certified by the Office of Collective Bargaining, State of Illinois, pursuant to Section 9, subsection (7) of the Personnel Code, and the Rules and Regulations which have been adopted by the Director of Central Management Services and the Civil Service Commission to implement that Section; and the Union is the historical representative pursuant to the Illinois Public Labor Relations Act, for the purposes of collective bargaining for the employees in: RC-6, a unit composed of correctional employees; RC-9, a unit composed of institutional employees; RC-10, a unit composed of Technical Advisors and Hearing Referees; RC-14, a unit composed of all clerical positions, and any paraprofessional positions involving administrative, data treating, technical, or applied science work; RC-28, a unit composed of positions involving direct services to clients and the public; RC-42, a unit composed of maintenance employees; RC-62, a Statewide Technical Unit; RC-63, a Statewide Professional Unit; CU-500, a unit of supervisory employees in Corrections and Juvenile Justice.

These units exclude temporary, emergency, and provisional employees and those position titles and/or individual positions excluded by order of the Illinois State Labor Relations Board or by agreement of the parties under the standards for exclusion of the Rules and Regulations of that office referring to supervisory, confidential and managerial employees, which order or agreement shall be reduced to writing and may from time to time be amended.

DEFINITION OF TERMS

The following terms shall be interpreted as indicated below when used in this Agreement:

- a) "Agency Head" refers to the head of a department, agency, board or commission.
- b) "Employer" refers to the Director of the Department of Central Management Services, the Agency Head, the Facility Head, or the Intermediate Administrator or their representatives collectively or singly, as the context may require.
- c) Unless otherwise agreed "Intermediate Administrator" shall be defined as the individual with regional, divisional or facility-wide authority who is subordinate to the Agency Head and superior to first-level supervisors outside the bargaining unit, including, but not limited to, Local Office Administrators in Human Services, Public Aid, Regional Managers in Employment Security, Superintendents at institutional facilities, District Engineers in Transportation, Regional Land Managers in Natural Resources, Division of Land Management.
- d) "Work Location" under RC-10, RC-14, RC-28, RC-62, RC-63, and CU-500 shall be defined as all of the premises of an Agency in a County, except that each of the following shall be considered a work location, unless otherwise agreed to by the parties in supplemental negotiations.
 - 1) A building or related group of buildings with more than twenty-five (25) employees in the bargaining unit;
 - 2) A building or group of buildings which constitute a facility in the Departments of Human Services, Corrections, Children and Family Services, or Veterans' Affairs;
 - 3) Branch offices of a central regional office in counties adjacent to such regional offices, and the regional office, which offices shall be grouped as a work location.

Provided that, for purposes of health and safety committees, where more than one Agency has offices within a building or related group of buildings, all such offices shall be considered together as a work location. The "Work Location" under RC-6, RC-9 and CU-500 shall be defined as d) 2) above, unless otherwise agreed to by the parties in agency supplemental negotiations.

- e) For RC-6, RC-9, RC-10, RC-14, RC-28, RC-42, RC-62, RC-63, and CU-500 "Employee" refers only to a bargaining unit employee in a classification covered by this contract whether in a certified or probationary status, except that a probationary employee, an employee during an original six (6) month probationary period, has no right to use the grievance procedure in the event of discharge or demotion. The six (6) month probationary period may be extended up to six (6) additional months by mutual agreement of the parties.
- f) "Facility Head" refers to the Head of a particular facility or institution of the Department of Corrections, Human Services, Children and Family Services, Veterans' Affairs, and Juvenile Justice, whichever is applicable.

g) “Working Supervisor” refers to an employee’s bargaining unit supervisor identified in the Working Supervisor MOU in a classification covered by this agreement as indicated in Schedule A. Those working supervisors may perform managerial/supervisory responsibilities as historically performed within their job classification in a position identified in the Working Supervisor MOU prior to becoming bargaining unit members. The status as a Working Supervisor shall not be interpreted in a manner that would change the status of a public employee represented under the Illinois Public Labor Relations Act.

ARTICLE I

Recognition

Section 1. Recognition

The Employer recognizes the Union as the sole and exclusive bargaining representative in all matters establishing and pertaining to wages and salaries, hours, working conditions and other conditions of employment for employees in the units described in “Agreement” and composed of classifications attached in Schedule A, and such other classifications as may be added in accordance with the provisions of this Agreement. The parties recognize that there are nine (9) bargaining units contained herein; each separately certified, and that the fact that they are all contained within this Agreement shall not imply that any provision or policy affecting or benefiting one unit applies to any other, unless otherwise so provided.

Section 2. Abolition or Merger of Job Classification

The Employer may, establish new classifications, or abolish, or merge, or change existing classifications.

The Union shall be notified of the Employer’s interest to establish new classifications, or abolish, or merge, or change existing classifications and discuss with it such intention at least twenty-one (21) days prior to making its recommendation to the Civil Service Commission.

If the Employer subsequently determines to establish new classifications, or abolish, or merge, or change existing classifications, it shall negotiate with the Union over the impact of such.

Such negotiations shall include good faith impact bargaining as required under the State Labor Relations Act.

In the event the parties are unable to reach agreement, the Union may appeal through the contractual grievance procedure (Art. V) including Arbitration. The issue before the Arbitrator shall be whether or not the employee’s rights have been violated as provided in the Agreement, and if so what the remedy should be. Nothing in this Section shall diminish any rights provided for in other Sections of this Agreement.

Section 3. Integrity of the Bargaining Unit

- A. The Employer recognizes the integrity of the bargaining unit and will not take any action having the effect of eroding bargaining unit work. Subject to the provisions of this Agreement, the Employer will continue to endeavor to assign bargaining unit work to bargaining unit employees. The hiring of temporary or emergency employees to supplement bargaining unit employees' work on a temporary basis or provisional employees appointed under Personnel Rule 302.150 or the use of an individual on a light duty assignment which has been agreed to by the Union shall not be considered erosion of the bargaining unit.
- B. Emergency, temporary and provisional appointments shall be made in accordance with Section 8(b)(8); 8(b)(9); and 8(b)(10) of the Personnel Code. The Union shall be notified in writing within 10 business days of the appointment by the Agency and on a monthly basis by the Department of Central Management Services of the name, agency, title and position allocation number of all emergency, temporary and provisional appointments made to bargaining unit positions.
- C. In the event that a back-to-back emergency, temporary, or provisional appointment, or a combination of appointments, is operationally necessary, upon timely request the Union will be provided with the rationale for such back-to-back appointments. The provision of rationale to the Union will be made in a timely fashion.
- D. Unless Agency operational needs so require, no emergency, temporary, provisional or contractual employee shall be assigned to work a schedule of hours or days off if there is an employee in the same position classification and work location who desires such a schedule of hours and days off.

Section 4. Union Exclusivity

The Employer shall not meet, discuss, confer, subsidize or negotiate with any other employee organization or its representatives on matters pertaining to hours, wages, and working conditions. Nor shall the Employer negotiate with employees over their hours, wages and working conditions, except as provided herein.

Section 5. Employer Neutrality

It is the policy of the Employer to support its employees' legal right to freely choose to be represented by a union. The Employer will not oppose efforts by any of its employees to be represented by a union; provided however, nothing herein shall limit the Employer's rights before the Illinois Labor Relations Board to determine the appropriateness of an employee's placement in a bargaining unit. The Employer shall not discourage employees from becoming union members or authorizing dues deductions, and shall not otherwise interfere with the relationship

between employees and their exclusive representative. In addition, the Employer shall not provide assistance to third parties who desire to engage in such activity. The Employer shall refer all inquiries about union membership to the Union, except that the Employer may communicate with employees regarding payroll processes and procedures. The Employer will establish email safeguards and policies in an effort to prohibit and block the use of its email system and review safeguards for access to other systems by outside sources.

ARTICLE II

Management Rights

Section 1. Rights Residing in Management

Except as amended, changed or modified by this Agreement, the Employer retains the exclusive right to manage its operations, determine its policies, budget and operations, the manner of exercise of its statutory functions and the direction of its working forces, including, but not limited to: the right to hire, promote, demote, transfer, evaluate, allocate and assign employees; to discipline, suspend and discharge for just cause; to relieve employees from duty because of lack of work or other legitimate reasons; to determine the size and composition of the work force, to make and enforce reasonable rules of conduct and regulations; to determine the departments, divisions and sections and work to be performed therein; to determine the number of hours of work and shifts per work week; to establish and change work schedules and assignments; to introduce new methods of operation; to eliminate, contract, and relocate or transfer work and maintain efficiency.

Section 2. Statutory Obligations

Nothing in this Agreement shall be construed to modify, eliminate or detract from the statutory responsibilities and obligations of the Employer except that the exercise of its rights in the furtherance of such statutory obligations shall not be in conflict with the provisions of this Agreement.

ARTICLE III

Non-Discrimination

Section 1. Prohibition Against Discrimination

Both the Employer and the Union agree not to discriminate against any employee on the basis of race, sex, sexual orientation, creed, religion, color, marital or parental status, age, national origin, political affiliation and/or beliefs, nor shall the parties discriminate against any employee with a disability, or for other non-merit or any other factors protected by law.

Section 2. Fostering Diversity and Equal Opportunity

The parties agree that the full integration of women and minorities in the state workforce requires opportunities for training and development and therefore agree to utilize the Upward Mobility Program to assist in the advancement of women and minorities.

Section 3. Union Activity

The Employer and the Union agree that no employee shall be discriminated against, intimidated, restrained or coerced in the exercise of any rights granted by the Illinois Public Labor Relations Act, Illinois Revised Statutes, 5 ILCS 315/1 et seq. (P.A. 83-1012) or by this Agreement, or on account of membership or non-membership in, or lawful activities on behalf of the Union.

Section 4. Membership Solicitation

Neither the Union nor its members shall solicit membership during an employee's work time.

Section 5. Equal Employment/Affirmative Action/ADA/FMLA

The parties recognize the Employer's obligation to comply with federal and state Equal Employment Affirmative Action Laws, the Americans with Disabilities Act and the Family and Medical Leave Act (including intermittent leave as required).

ARTICLE IV Dues Deductions

Section 1. Deductions

The Employer agrees to deduct from the pay of those employees who individually request it any or all of the following

- a) Union membership dues, assessments, or fees
- b) Union sponsored credit union contributions;
- c) P.E.O.P.L.E. contributions.

The Employer shall commence dues deductions within thirty (30) days of notice of authorization by the employee from the Union. The Employer shall rely upon information provided by the Union regarding whether deductions were properly authorized, revoked, canceled, or changed. Authorized deductions may only be revoked in accordance with the terms under which an employee voluntarily authorized said deduction. Written authorization may be evidenced by electronic communications and such writing or communication may be evidenced by the electronic signature of the employee as defined in 5 ILCS 175/5-120.

Request for any of the above shall be made within the provisions of the State Salary and Annuity Withholding Act and/or other applicable State statutes and/or procedures established by the Comptroller.

An employee who has previously authorized payroll deductions pursuant to this Section shall continue to have such deductions made and shall not be required to reauthorize such deductions unless the employee has specifically authorized revocation of deductions pursuant to Section 2 of this Article.

Authorized deductions shall be made in accordance with law and the procedures of the Comptroller and shall be remitted semi-monthly to the Union in accordance with the current procedures, and at the address designated in writing to the Comptroller by the Union. AFSCME Council 31 shall advise the Employer of any increase in dues or other approved deductions in writing at least fifteen (15) days prior to its effective date. AFSCME Council 31 shall inform the Employer about local union jurisdictions and the appropriate dues rate for employees within each jurisdiction. When an employee who has authorized dues deduction moves to the jurisdiction of a different local union, the Employer shall adjust the dues deduction within (30) days.

When an employee has authorized payroll deductions for Union membership, the wage stub will state "Union dues" and the amount of deduction. The Employer will work with the Office of the Illinois Comptroller in an effort to include the designation of "non mbr" on the wage stub of employees who have not authorized dues deduction.

The Union shall maintain accurate records of the voluntary deductions which have been authorized by represented employees and shall give the Employer timely notice and written authorization of any changes in such authorizations, with the understanding that the Employer will promptly execute said changes in payroll deductions. Upon receiving notice and written authorization, the Employer shall commence deductions as soon as practicable, but shall be no later than the second pay period from receipt, from the Union. Employee deductions shall be transmitted to the Union as soon as practicable and within the prescribed procedures of the Comptroller from the date of the deduction. The Employer will not cease voluntary deductions from a bargaining unit employee unless directed to do so by the Union.

If a bargaining unit employee requests a change in membership/dues status or has questions regarding the deductions, the employee will be referred to the Union.

Section 2. Indemnification

The Union shall indemnify, defend and hold the Employer harmless against any claim, demand, suit or liability arising from any action taken by the Employer in complying with this Article.

Section 3. Availability of Cards

Dues authorization cards shall be supplied to the Employer by the Union and shall be made available upon request of the employee. Completed cards shall be

forwarded to the Union within three (3) working days.

ARTICLE V

Grievance Procedure

Statement of Principle. The parties agree that in order for the grievance procedure to function efficiently and effectively, all grievances must be resolved at the lowest possible level of the Grievance Procedure. Therefore, the parties agree that all persons responsible for resolving grievances at all levels of the procedure shall be vested with sufficient authority to undertake meaningful discussions and to settle the grievance, if appropriate.

In order to reduce the number of grievances advanced to Step 4 of the Grievance Procedure, upon review, if an Agency or a local Union is found to have a large percentage of its grievances being advanced to the fourth level, a committee made up of representatives of the Union and CMS shall meet and endeavor to determine if all necessary means of resolving the grievances have been exhausted at the lower levels of the grievance procedure. If it is found that all necessary means to resolve a grievance(s) have not been exhausted, the committee will return the grievance(s) to the appropriate lower step for resolution.

Section 1. Grievance

A grievance is defined as any difference, complaint or dispute between the Employer and the Union or any employee regarding the application, meaning or interpretation of this Agreement or arising out of other circumstances or conditions of employment.

A written grievance shall contain a statement of the grievant's complaint, the Section(s) of the Agreement allegedly violated, if applicable, the date of the alleged violation and the relief sought. The form shall be signed and dated by the grievant. Improper grievance form, date or section citation shall not be grounds for denial of the grievance.

Grievances may be processed by the Union on behalf of an employee or on behalf of a group of employees or itself setting forth name(s) or group(s) of the employee(s). Either party may have the grievant or one grievant representing group grievants present at any step of the grievance procedure, and the employee is entitled to Union representation at each and every step of the grievance procedure. The resolution of a grievance filed on behalf of a group of employees shall be made applicable to the appropriate employees within that group. Where available, videoconferencing and teleconferencing may be used to conduct grievance meetings and/or Arbitration Hearings by mutual agreement of the parties.

Nothing shall diminish the rights of an employee under P.A. 83-1012 or the rights of the Union under this Agreement.

Section 2. Grievance Steps

Step 1: Immediate Supervisor

The employee and/or the Union shall orally raise the grievance with the employee's supervisor who is outside the bargaining unit. The employee shall inform the supervisor that this discussion constitutes the first step of the grievance procedure. All grievances must be presented not later than fifteen (15) working days from the date the grievant became aware of the occurrence giving rise to the complaint. The immediate supervisor shall render an oral response to the grievance within ten (10) working days after the grievance is presented. If the oral grievance is not resolved at Step 1, the immediate supervisor shall sign the written statement of grievance prepared for submission at Step 2 acknowledging discussion of the grievance. In those circumstances where securing the signature of the first level supervisor who is physically not available to sign would have adversely affected a timely submittal to the second level, the grievance will be submitted to the second level without such signature. A copy of the grievance shall subsequently be provided to the first level supervisor for such signature. The parties recognize that variations from the immediate supervisor, where mutually agreeable, may exist. Where there is no Employer representative outside a bargaining unit covered under this Agreement at Step 1, the grievance shall be filed at Step 2 and the time limits for filing and responding contained in Step 1 shall apply.

Notwithstanding the above, the employee and the Union may discuss the problem with the bargaining unit working supervisor, vested with the authority by the Employer in lieu of filing a grievance. An employee and the Union shall be allowed fifteen (15) working days from becoming aware of the problem, to raise it with the working supervisor who shall have five (5) working days to respond. If an employee or the Union wishes to file a grievance at step 2 after the discussion with the working supervisor, they may do so no later than fifteen (15) working days after the working supervisor's response is due.

Step 2: Intermediate Administrator

In the event the grievance is not resolved in Step 1, it shall be presented in writing by the Union to the Intermediate Administrator or his/her designee within five (5) working days from the receipt of the answer or the date such answer was due, whichever is earliest. Within ten (10) working days after the grievance is presented to Step 2, the Intermediate Administrator shall meet, discuss and attempt to resolve the grievance with the Union. If the parties are unable to resolve the grievance, the Intermediate Administrator shall render a written answer to the grievance within five (5) working days after such discussion is held and provide a copy of such answer to the Union. The written grievance shall be on an agreed upon form which shall be provided by the Union. The written grievance shall contain a statement of the grievant's complaint, the Section(s) of the Agreement allegedly violated, if applicable, the date of the alleged violation and the relief

sought. The form shall be signed and dated by the grievant. Improper grievance form, date or section citation shall not be grounds for denial of the grievance.

Step 3: Agency Head

If the grievance is still unresolved, it shall be presented by the Union to the Agency Head or his/her designee in writing within fifteen (15) working days after receipt of the Step 2 response or after the Step 2 response is due, whichever is earliest, or within fifteen working days after the Step 1 response, or after the Step 1 response is due, if Step 2 is not applicable. It is agreed that appeals postmarked within the fifteen (15) working days time limit are timely. A copy of said grievance shall also be sent by the local Union to the Union's Step 3 representative. A grievance will not appear on the third level agenda unless a signed and dated grievance has been presented to the Agency Head or designee.

For the Department of Children and Family Services the Union shall be represented by a committee in each agency, made up of Union staff and four (4) bargaining unit members. For the Department of Human Services, the Union shall be represented by a committee made up of Union staff and seven (7) bargaining unit members. For the Department of Corrections/Juvenile Justice, the Union shall be represented by a committee made up of Union staff and seven (7) bargaining unit members. When discussing grievances for the Department of Juvenile Justice, the Union committee shall be made up of Union staff and DOC/DJJ grievance committee members from the Department of Juvenile Justice. For all other Departments, they will be divided into two Multi-Agency Committees for which the Union shall be represented by Union staff and a total of five (5) bargaining unit members on each committee representing all other Agencies on their respective committee. The agencies will initially be divided into the following committees: Committee I shall consist of DVA, ISP, HFS, DNR, DCEO, CMS, IEMA, AGE, AGR, DOI, ICC, ICDD, LETSB, OSFM, and SRS. Committee II shall consist of IGB, Lottery, IRB, DES, DPH, DHR, FPR, DOT, Arts Council, CJIA, GAC, EPA, CDB, DMA, PTAB, PRB. The placement of other agencies, including other agencies not already assigned to a committee shall be by mutual agreement of the parties. Each agency shall be represented by the agency head or his/her designee.

Agency level grievance meetings shall be convened monthly at a time and place of mutual agreement. Grievance meetings may be conducted virtually by mutual agreement. The duration of the meeting shall be dictated by the number of grievances pending, but shall be no more than five (5) days per month. After a grievance has been discussed at a Step 3 meeting either party may place the grievance on hold status. There shall only be one hold per grievance and any deviation from same shall be on a case by case basis, following mutual consultation and agreement. If the grievance has been resolved or denied, the parties shall sign the resolution within ten (10) working days.

Attendance at such meetings shall be without loss of pay subject to reasonable

attendance requirements. The bargaining unit members of the Committee shall be paid for one-half day travel, if they are traveling from the Chicago area to the Springfield area or equivalent of same. The Committee members will be in paid status the remainder of the work day while and if in preparation for the scheduled grievance meeting. Management reserves the right to verify the use of time for travel and preparation as is stated above.

Step 4:

- a) If the matter is not resolved at Step 3, the Union, by written notice to the Employer within fifteen (15) working days of the grievance being signed-off by the parties at Step 3, may appeal the grievance(s) to a pre-arbitration staff meeting. It is agreed that appeals postmarked within the fifteen (15) working days time limit are timely.

Pre-Arbitration Staff Meeting – CMS staff and Union staff shall meet on a monthly basis in an attempt to resolve the grievance(s) which are capable of resolution. The duration of the meeting shall be dictated by the number of grievances pending, but shall be no more than five (5) days per month. Such staff shall have the full authority to resolve those cases moved to the pre-arbitration level. If the grievance has been resolved or moved to arbitration by the Union, the parties shall sign the resolution within ten (10) working days.

b) Arbitration Expedited

1. The parties agree to use an expedited arbitration system for all non-priority grievances, except as otherwise provided herein. The arbitrator shall be assigned from a designated panel. The arbitrator shall be a member of the Expedited Panel agreed upon by the parties. After the parties have signed the Step 4 resolution moving the grievance to Expedited arbitration, the parties shall arrange a place and date to conduct the hearing within a period of not more than sixty (60) days. Nothing herein precludes multiple cases being heard on the same day before the same arbitrator.
2. If either party concludes that the issues involved are of such complexity or significance as to warrant referral to the Regular Arbitration Panel, that party shall notify the other party of same at least five (5) working days prior to the scheduled time for the expedited arbitration. If there is a cancellation fee, that party shall bear the cost.
3. The hearing shall be conducted in accordance with the following:
 - a) the hearing shall be informal;
 - b) no briefs shall be filed or transcripts made;
 - c) there shall be no formal rules of evidence;
 - d) the hearing shall normally be completed within one day;
 - e) if the parties mutually agree at the hearing that the issues involved are of such complexity or significance as to warrant reference to the

- Regular Arbitration Panel, the case shall be referred to that panel and the parties shall split the arbitrator's cost; and
- f) the arbitrator may issue a bench decision at the hearing but in any event shall render a decision within two (2) working days after conclusion of the hearing. Such decision shall be based on the evidence before the arbitrator and shall include a brief written explanation of the basis for such conclusion. An arbitrator who issues a bench decision shall furnish a written copy of the award to the parties within two (2) working days of the close of the hearing;
 - g) the parties agree to attempt to arrive at a joint stipulation of facts and issues prior to arbitration;
 - h) the parties shall attempt to limit the number of witnesses and the overall time for the presentation of the grievance so that additional grievances may be presented on the same day. Discussion for the purpose of limiting the length of the arbitration shall take place prior to the date of the arbitration.
4. A decision by a member of the Expedited Panel shall be final and binding, except it shall not be regarded as precedent or be cited in any future proceeding.

Regular Arbitration

1. Only priority grievances as defined in the MOU on Special Grievances, contract interpretation cases or those other disputes as may be mutually determined by the parties shall be scheduled for Regular Arbitration.
2. Arbitrators shall be selected from a permanent regular panel agreed upon by the parties. Each such arbitrator shall commit in advance to a minimum of two dates a month for the calendar year. If the parties are unable to agree on an arbitrator, the parties shall meet to discuss an alternative measure to select an arbitrator.
3. The parties shall make every effort to have the dispute heard at an arbitration hearing to be held within sixty (60) days following the Step 4 A signoff.
4. The arbitrator in any given case must render an award therein within thirty (30) days of the close of the record in the case.

c) Arbitration Procedures

Both parties agree to attempt to arrive at a joint stipulation of the facts and issues as outlined to be submitted to the arbitrator. The Employer or Union shall have the right to request the arbitrator to require the presence of witnesses and/or documents.

Each party shall bear the expense of its own witnesses who are not employees of the Employer.

Questions of arbitrability shall be decided by the arbitrator. If a question of arbitrability is raised, the arbitrator must first make a determination of the arbitrability of the dispute unless the issue is of such

a nature that a determination cannot be made at the hearing. Once a determination is made that the matter is arbitrable or if such preliminary determination cannot be reasonably made, the arbitrator shall then proceed to determine the merits of the dispute. The arbitrator shall neither amend, modify, nullify, ignore, add or subtract from the provisions of this Agreement.

The expenses and fees of the arbitrator shall be paid by the losing party. In cases of split decisions the arbitrator shall determine what portion each party shall be billed for expenses and fees. If the Union prevails, the arbitrator shall retain jurisdiction with respect to remedy until the Employer can show that the payment of remedies granted in the award have been made, unless the parties mutually agree otherwise. The Employer shall have a designated representative assigned to the specific matter to ensure the process has been initiated to implement all monetary remedies no later than 45 days after the date of the arbitration award provided the Employer is not considering filing an appeal. If either party seeks to vacate an arbitrator's award, such party shall be responsible for all costs including reasonable attorney fees of both parties in seeking and defending against such action, unless the party attempting to vacate the award prevails, in which case each party shall bear its own costs. The cost of the hearing rooms, if any, shall be shared equally. Nothing in this Article shall preclude the parties from agreeing to the appointment of a permanent arbitrator(s) during the term of this Agreement or to use the expedited arbitration procedures of the American Arbitration Association. The decision and award of the arbitrator shall be final and binding on the Employer, the Union, and the employee or employees involved.

If either party desires a verbatim record of the proceeding (Regular Arbitration only), it may cause such a record to be made, providing it pays for the record and makes a copy available without charge to the arbitrator. If the other party desires a copy it shall pay for the cost of its copy. If the parties agree to utilize a court reporter, the cost shall be shared.

Section 3. Time Limits

- a) Grievances may be withdrawn at any step of the Grievance Procedure without prejudice. Grievances not appealed within the designated time limits will be treated as withdrawn grievances.
- b) The time limits at any step or for any hearing may be extended by mutual agreement of the parties involved at that particular step.
- c) The Employer's failure to respond within the time limits shall not find in favor of the grievant, but shall automatically advance the grievance to the next steps.
- d) If the grievant has filed an appeal with the Civil Service Commission or

the Executive Ethics Commission over an identical issue and penalty to that employee's grievance, the parties agree that the Grievance Procedure will not be applicable and the grievance shall be treated as withdrawn, unless the employee withdraws his/her appeal prior to a hearing being held and the grievance was timely filed and processed by the Union through the contractual grievance procedure.

- e) It is understood by the parties that the time limits for filing a grievance on a timely basis for disciplinary action shall begin on the date the employee receives the documentation of the official transaction specific to the discipline.

Section 4. Special Grievances/Memorandum of Understanding

Grievances concerning discharge, suspensions pending judicial verdict, demotions, geographical transfers, reclassifications, layoffs, schedule changes pursuant to Article XII, Section 19, educational leave denials, and the salary grade placement for new classifications pursuant to Article XXVI, Section 8 shall be processed in accordance with the Memorandum of Understanding.

Section 5. Number of Representatives and Jurisdictions

The number of Union stewards and the facilities they represent shall be agreed upon locally. The Union shall designate the Union stewards and representatives and shall supply a list of names in writing to the Department of Central Management Services and agency and local level administrators on a quarterly basis. Existing local agreements, except by mutual agreement, shall not be changed.

Section 6. Time Off, Meeting Space and Equipment Use

- a) Time Off: The grievant(s) and/or Union grievance representative(s) will be permitted reasonable time without loss of pay during their working hours to investigate and process grievances. A grievant who is called back on a different shift or on his/her day off as a result of the Employer scheduling a grievance meeting shall have such time spent in the meeting considered as time worked. Witnesses whose testimony is pertinent to the Union's presentation or argument will be permitted reasonable time without loss of pay to attend grievance meetings and/or respond to the Union's investigation. No employee or Union representative shall leave his/her work to investigate, file or process grievances without first notifying and making mutual arrangement with his/her supervisor or designee as well as the supervisor of any unit to be visited, and such arrangements shall not be denied unreasonably. Employees attending grievance meetings shall normally be those having direct involvement in the grievance. The Employer reserves the right to require reasonable documentation of time spent in processing griev-

ances including time spent using the telephone for these purposes. The Employer agrees that such documentation of time shall not be construed to allow supervisors to question the content or merits of the grievance(s).

- b) Meeting Space and Equipment Use: Upon request, the employee and Union representative shall be allowed the use of an available appropriate room while investigating or processing a grievance; and, upon prior general approval, shall be permitted the reasonable use of telephone facilities for the purpose of investigating or processing grievances. When feasible, and where equipment is currently available, Union stewards and/or officers may utilize electronic mail and/or facsimile equipment for the purpose of investigating or processing grievances. Such transmission will be primarily to expedite communication regarding such matters, will be reasonable with respect to time and volume, and will be consistent with this Article. Such use shall not include any long distance or toll calls at the expense of the Employer.
- c) The Employer shall not be responsible for any travel or subsistence expenses incurred by employee or Union representatives in the processing of grievances.
- d) Interpreters and Interpreting Equipment: The Employer will provide qualified interpreters and interpreting equipment as necessary for a reasonable accommodation.

Section 7. Advanced Grievance Step Filing

Certain issues which by nature are not capable of being settled at a preliminary step of the grievance procedure or which would become moot due to the length of time necessary to exhaust the grievance steps, such as those pertaining to Article XXIII, Section 3, may by mutual agreement be filed at the appropriate advance step where the action giving rise to the grievance was initiated.

Mutual agreement shall take place between the appropriate Union representative and the appropriate Employer representative at the step where it is desired to initiate the grievance.

Section 8. Pertinent Witnesses and Information

Except as otherwise provided in Steps 4(b) and 4(c), either party may request the production of specific documents, books, papers or witnesses reasonably available and substantially pertinent to the grievance under consideration. Such request shall not be unreasonably denied, and if granted shall be in conformance with applicable laws, and rules issued pursuant thereto, governing the dissemination of such materials.

Requests to interview the other party's witnesses shall be made through the appropriate representatives. Each party shall have the right to have its representatives present during all such interviews.

Once the Union has requested the information from the Agency and the

request is unreasonably denied, the Union may petition the Director of Central Management Services who shall subpoena the substantially pertinent material and/or witnesses in conformance with the provisions of this Section and his/her statutory powers within ten (10) working days of receiving such request. The operating Agency shall have ten (10) working days to respond to the subpoena. Any delay shall not penalize the grievant.

ARTICLE VI

Union Rights

Section 1. Union Activity During Working Hours

Employees shall, after giving appropriate notice to their supervisor (including the location and approximate duration of the meeting), be allowed reasonable time off with pay during working hours to attend grievance hearings, labor/management meetings, negotiations of their own agency and/or facility supplemental agreements, meetings covering modifications of supplemental agreements, committee meetings and activities if such committees have been established by this Contract, or meetings called or agreed to by the Employer, if such employees are entitled or required to attend such meetings by virtue of being Union representatives, stewards, witnesses, or grievants, and if such attendance does not substantially interfere with the Employer's operations. Any employee exercising rights under this Section shall be limited to his/her operating agency unless the employee is requesting to attend such meetings or hearings at a worksite that does not have a steward or representative available or the employee is an officer or representative of a conglomerate local representing more than one state agency. For conglomerate locals which cover multiple work locations, only one (1) officer or representative shall be permitted to leave a given worksite and only one (1) officer or representative shall be permitted to visit a given work site of another agency at one time for purposes of this section. Where current practice exists, local union representatives shall be authorized to bring union owned electronic devices, i.e., laptop computers, etc., on state premises for the purposes of performing union business. Abuse of this Section may result in termination of this practice. Extensions of this practice shall be subject to agency/facility supplemental negotiations taking into account legitimate security needs of the agency/facility.

After giving appropriate notice to their supervisor outside the bargaining unit, employees shall be allowed time off without loss of pay to attend certified stewards training, if such attendance does not substantially interfere with the Employer's operations. Such training shall not exceed two (2) work days for each steward for the term of this Agreement. The employee shall provide proof of attendance.

Section 2. Access to State Premises by Union Representatives

- a) The Employer agrees that local representatives and officers and AFSCME staff representatives shall have reasonable access to the premises of the Employer, giving notice upon arrival to the appropriate Employer representative. By mutual arrangement with the Employer in emergency situations, Union staff representatives or local Union representatives may call a meeting during work hours to prevent, resolve or clarify a problem. The Union shall not abuse this right and such right of entry shall at all times be conducted in a manner so as not to impede normal operations.
- b) Upon request, the Union shall be allowed the use of electronic mail on a semi-annual basis to solicit personal e-mail addresses of all AFSCME represented employees (excluding Department of Military Affairs). The parties shall meet to discuss the method and content of the solicitation.
- c) The Union shall be allowed to use the facility mailboxes, excluding the Department of Military Affairs, of the Employer to communicate with bargaining unit employees. Such use shall not be political, partisan or defamatory in nature.

Section 3. Time Off for Union Activities

Local Union representatives shall be allowed time off without pay for legitimate Union business such as Union meetings, Union administration, State or area wide Union committee meetings, Union training sessions, State-wide contract negotiations, State or International conventions. AFSCME Council 31 shall endeavor to supply the Department of Central Management Services with a list of such scheduled events by February 1st of each year. Prior to leaving the worksite, local union representatives shall give reasonable notice to their supervisor (including the approximate duration of time away from the worksite) of such absence and shall be allowed such time off if it does not substantially interfere with the operating needs of the Employer. The Employer shall not involve itself in the internal affairs of the Union by approving or disapproving time off for union activities based upon the nature of the legitimate union business. The employee may utilize any accumulated time (compensatory time, holiday, personal, vacation days) in lieu of taking such without pay.

Such time off shall not be detrimental in any way to the employee's record.

Employees absent from work pursuant to this Section shall continue to accrue seniority, continuous service and creditable service during such absences.

Section 4. Union Bulletin Boards

The Employer shall continue to provide bulletin boards and/or space at each work location as well as access by the designated union representatives at the Agency to electronic bulletin boards where they exist. The number, size and location of each shall be mutually agreed to by the parties in local level negotiations. Upon request by the Union, agencies shall explore the development and maintenance of electronic bulletin boards. Electronic bulletin boards may be implemented where practicable. The boards shall be for the sole and exclusive use of the Union. The items posted shall not be political (including solicitation of funds or volunteers for a political candidate or political party), partisan or defamatory in nature. Nor shall such literature be posted in an employee's work space.

Section 5. Information Provided to Union

At least once each month, the Agency shall provide the Union with a list in an agreed upon format of all bargaining unit employees within the Agency. Where such information is readily available, the list shall include all employees' date of birth, sex, bargaining unit; department, division, section, and unit title; position number, employee identification number, work location, work site (street address and building), work county, home address, work telephone number, work email address, home and mobile telephone number, personal email address, job classification, pay grade, step, pay rate, date of hire, continuous service, and seniority.

The parties shall establish a committee comprised of representatives from Central Management Services and AFSCME Council 31 to develop an agreed upon format and process for employee information to be reported to the Union in a timely manner consistent with the terms set forth above.

At least once each month, the Employer shall provide the Union in writing of the following personnel transactions/data in an agreed upon format involving bargaining unit employees within each agency and on a work location basis: New hires, promotions, bid numbers where such are used, demotions, reallocations, superior performance increases, layoffs, reemployments, transfers, leaves, returns from leave, suspensions, discharges, terminations and the last four digits of the Social Security numbers. The last four digits of the Social Security numbers shall be provided until alternative employee identification numbers have been fully implemented by the Employer. Once the identification number system is implemented, the parties will discuss the impact of replacing the last four digits of the Social Security number with the new identification number.

The Employer shall notify both Council 31 and the Local Union via electronic mail of all new persons hired into bargaining unit positions as soon as practicable, which shall normally be within two (2) work days after the new employee's start date. No later than 10 work days after the employee's start

date, the Employer shall provide the Union with a list of all new employees with the same information and in the same format as is provided to the Union for all bargaining unit employees on a monthly basis.

In addition, the Employer shall furnish the Union every ninety (90) days the current seniority rosters and reemployment lists, applicable under the seniority provisions of this Agreement.

In all transactions listed above, the last four digits of the employees' Social Security numbers and employee identification numbers, if available, shall be provided. The Union shall upon request receive such information in an agreed upon format, from the Department of Central Management Services. The last four digits of the Social Security numbers shall be provided until alternative employee identification numbers have been fully implemented by the Employer. Once the identification number system is implemented, the parties will discuss the impact of replacing the last four digits of the Social Security number with the new identification number.

Each agency will provide the Union with information concerning temporary assignments when such information becomes available and in a form mutually agreed upon between the Agency and the Union. The frequency and other details of the provision of such information will be determined by the parties in Supplementary negotiations.

The Employer will notify the Union when a bargaining unit position (vacant or otherwise) is abolished and upon request discuss with the Union such abolishment.

Section 6. Distribution of Union Literature

During employee's non-working hours, he/she shall be permitted to distribute Union literature to other non-working employees in non-work areas and in work areas during non-work hours giving notice upon arrival to the appropriate supervisor of the building or work location as applicable. He/she shall be allowed access to general public entrances, public hallways, cafeterias, etc., for such purposes. Such Union literature shall not solicit funds for a political candidate or political party.

However, the parties recognize that at some worksites, a staggered schedule for breaks and meal periods or starting and quitting times creates the condition in which some employees are always working while others are not. Where distribution would consequently be disruptive of working employees, it shall normally be carried out while the largest number of employees are on rest or meal periods or other non-working time.

Section 7. Union Meetings on State Premises

The Employer agrees to make available State conference and meeting rooms for Union meetings upon prior notification by the designated Union representative, unless to do so would seriously interfere with the operating

needs of the Employer, or cause additional cost or undue inconvenience to the Employer.

Section 8. Rate of Pay

Any time off with pay provided for under this Article shall be at the employee's regular rate of pay as though the employee were working.

Section 9. Stewards and Union Representatives

Those employees acting as stewards and/or Union representatives shall not receive preferential treatment with regards to shift or job assignments. The Employer agrees, however, that such employees shall be reassigned because of operational needs only and not because of legitimate Union activity.

Section 10. Union Orientation

- A) The current practices with respect to Union orientation of new employees in those agencies where the Union conducts said orientation shall continue, provided that such practices do not conflict with the provisions of this agreement.
- B) The Union shall be permitted to conduct an orientation program of new employees, and current employees who transferred to a different agency. The orientation may be conducted in-person or virtually at the request of the Union. Requests for either presentation shall not be unreasonably denied. The Union shall conduct union orientation during the employee's first two weeks of employment in the bargaining unit or new agency at a time mutually agreeable to the parties. Nothing herein shall preclude either party from exercising its rights to conduct its new employee orientation at a later date at a time mutually agreeable to the parties. The Union orientation period shall be for up to one (1) hour, and shall take place during the employee's regular working hours with no loss of pay to the employees involved. Nothing herein shall prevent the parties from agreeing to allowing more time. Where group orientation exists and is within the parameters set herein, such orientation shall continue. If the employee is unavailable during the first two weeks, such orientation will occur as soon as practicable after the employee becomes available. The mechanics of Union orientation shall be determined pursuant to the Memorandum of Understanding entitled "Supplemental Agreements." All agencies shall endeavor to conduct their new employee orientation (including for current employees transferring to a different agency) within the first two weeks of employment. Upon the Union's request, Union orientation shall be scheduled in conjunction with any aspect of the Agency's in person onboarding process after the employee's official start date with

the Agency.

- C) The Employer shall inform the Union of all such hiring as set forth in Section 5 and the Union shall inform the Employer of the Union representative who will carry out the Union orientation.
- D) By mutual arrangement regarding time and place with the Employer, the Union shall be allowed to orient, educate and update each employee for up to one (1) hour, during the term of the contract for the purpose of informing employees of their rights and obligations under this collective bargaining agreement, and without loss of pay for the employees involved. Nothing herein shall prevent the parties from agreeing to allowing more time. New hires shall be included in such orientation during the first few weeks of their orientation or training with an additional hour for follow up orientation within a year of the date of hire.
- E) Such attendance by employees shall be without loss of pay for the employees involved.

ARTICLE VII

Labor/Management Committee Meetings

For the purpose of maintaining communications between labor and management in order to cooperatively discuss and solve problems of mutual concern:

- a) The head of each work location or his/her designee shall meet monthly with the appropriate Union committee representing this bargaining unit or, if the parties agree, combined meetings with other AFSCME bargaining units. Less frequent meetings may occur by mutual agreement of the parties.
- b) The agency head and/or his/her designees shall meet with the Union at least once every six (6) months.
- c) The Department of Central Management Services shall meet with the Union at least once every six (6) months.

The above meetings shall be scheduled at a time, place and date mutually agreed upon. More frequent work location meetings may be held when necessary at the request of either party. Such meetings shall be conducted combining all bargaining units unless mutually agreed otherwise.

Each party shall normally prepare and submit an agenda to the other two (2) weeks prior to the scheduled meeting. Notwithstanding the forgoing, nothing shall preclude either party from adding agenda items prior to the meeting. Minutes shall be taken and forwarded to the parties. These meetings may be attended by a reasonable number of AFSCME staff representatives and Local Union representatives from facilities or work locations as designated by the Union, except past practice in regards to the number of employees for

the RC-6 and RC-9 bargaining units shall prevail.

(RC-42 only)

Monthly labor management meetings may be attended by no more than three (3) bargaining unit employees and by a reasonable number of AFSCME staff representatives and local Union representatives from facilities or work locations as designated by the Union. The six (6) month agency labor management meetings may be attended by no more than six (6) bargaining unit employees, except that the Department of Natural Resources is allowed eight (8) bargaining unit employees. The state-wide six (6) month labor management meeting with the Department of Central Management Services shall be attended by no more than fifteen (15) bargaining unit employees.

**ARTICLE VIII
Work Rules**

Section 1. Rules of Personal Conduct

The Employer has the right to establish reasonable rules of personal conduct and will notify the employees and the Union within ten (10) working days in advance of any new or modified rules of personal conduct or regulations.

Section 2. Procedural Work Rules

Prior to establishing or changing procedural work rules or regulations, such as off-duty uniform usages, absent or tardy call-ins, doctors' statements for absences, parking violations and other similar matters, the Employer shall meet with the Union in a timely manner for the purpose of consultation and negotiations. Such procedural work rules and/or regulations shall either be posted or otherwise made available to affected employees.

Section 3. State Officials and Employees Ethics Act

Employees shall comply with the provisions set forth in the State Officials and Employees Ethics Act (5 ILCS 430), provided that nothing in this Section shall be deemed to diminish the rights, privileges, or remedies of a State employee under any other federal or State law, rule, or regulation or under any collective bargaining agreement or employment contract.

**ARTICLE IX
Discipline**

Section 1. Definition

- A. The Employer agrees with the tenets of progressive and corrective discipline. Disciplinary action or measures shall include only the following:

- a) Oral reprimand;
- b) Written reprimand;
- c) Suspension (notice to be given in writing); and
- d) Discharge (notice to be given in writing).

Disciplinary action may be imposed upon an employee only for just cause. An employee shall not be demoted for disciplinary reasons. Discipline shall be imposed as soon as possible after the Employer is aware of the event or action giving rise to the discipline and has a reasonable period of time to investigate the matter.

Discipline shall be found to be untimely if:

- 1) The lapse in time on its face indicates that the State did not impose discipline "as soon as possible.
- 2) The delay cannot be reasonably explained.
- 3) The delay, even if reasonably explained, either so impeded the grievant's ability to mount a defense, or otherwise prejudiced the grievant that the State should be barred from imposing discipline.

In any event, the actual date upon which discipline commences may not exceed forty-five (45) days after the completion of the pre-disciplinary meeting.

The parties recognize that counselling and corrective action plans are not considered disciplinary actions.

B. All agencies, boards, and commissions with employees covered under the Master Contract shall be bound by the Affirmative Attendance Memorandum of Understanding.

An employee shall, whenever possible, provide advance notice of absence from work. Absence of an employee for five (5) consecutive work days without reporting to the Employer or the person designated by the Employer to receive such notification may be cause for discharge. The above provision shall not apply so long as the employee then notifies as soon as it is physically possible.

Section 2. Manner of Discipline

If the Employer has reason to discipline an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

Section 3. Suspension Pending Discharge

The Employer may suspend an employee for up to thirty (30) calendar days pending the decision whether or not charges for discharge shall be filed against the employee and such actions shall not be subject to Article V, Grievance Procedure. If suspension pending discharge is replaced by another disciplinary action, written notice will be issued and such action may be

subject to the grievance procedure.

Section 4. Pre-Disciplinary Meeting

For discipline other than oral reprimands, the Employer shall hold a pre-disciplinary meeting. Pre-disciplinary meetings and employee review hearings shall be held during the employee's worktime. If arrangements for such cannot reasonably be made, the hearing shall be scheduled immediately preceding or immediately following the employee's shift on the employee's workday. An employee whose hearing begins after the end of his/her shift shall be paid from the end of his/her shift through the end of his/her hearing at the appropriate rate. An employee whose hearing begins before the start of his/her shift shall be paid from the time the hearing is scheduled through the start of the employee's shift at the appropriate rate. Should the hearing be postponed or rescheduled at the request of the employee and/or the Union at a time other than before, during, or after the employee's shift, provisions for payment shall not apply. An employee's Working Supervisor may be allowed to conduct pre-disciplinary meetings under supervision of a non-bargaining unit supervisor. The role of Working Supervisors who are union representatives shall be to provide relevant information or to attend pre-disciplinary meetings to assist in the process. The limitation of said duties shall not be detrimental in any way to the Working Supervisor's record.

Prior to notifying the employee of the contemplated measure of discipline to be imposed, the Employer shall notify the Union of the meeting and reasonably in advance of such meeting shall provide the Union with the alleged infraction and shall make every reasonable effort to provide all documentation being used by the Employer to substantiate the alleged infraction. The Employer then shall meet with the employee involved and inform him/her of the reasons for such contemplated disciplinary action including any names of witnesses and copies of pertinent documents. Employees shall be informed of their rights to Union representation and shall be entitled to such, if so requested by the employee, and the employee and Union representative shall be given the opportunity to rebut or clarify the reasons for such discipline. If a rebuttal is not presented at the time of the pre-disciplinary meeting, a rebuttal shall be provided within five (5) work days by the employee or the Union, provided that the documentation has been supplied reasonably in advance of the meeting as set forth in this section.

Reasonable extensions of time for rebuttal purposes will be allowed when warranted and if requested. If the employee does not request Union representation, a Union representative shall nevertheless be entitled to be present as a non-active participant at any and all such meetings. Except for discipline pursuant to an agreed upon time abuse policy, the current procedure for pre-suspension/pre-separation hearings in Cook County Public Aid shall continue, unless amended by the parties in supplemental negotiations.

Section 5. Oral Reprimands

In cases of oral reprimands, the supervisor must inform the employee that he/she is receiving an oral reprimand and of their right to Union representation, which shall be provided if so requested. The employee shall also be given reasons for such discipline, including any names of witnesses and copies of pertinent documents. Notations of oral reprimands placed in the employee's personnel file shall be provided to the employee and the Union.

Section 6. Notification and Measure of Disciplinary Action

- a) In the event disciplinary action is taken against an employee, other than the issuance of an oral reprimand, the Employer shall promptly furnish the employee and the Union in writing with a clear and concise statement of the reasons therefore. The measure of discipline and the statement of reasons may be modified, especially in cases involving suspension pending discharge, after the investigation of the total facts and circumstances. But once the measure of discipline is determined and imposed, the Employer shall not increase it for the particular act of misconduct which arose from the same facts and circumstances. The Employer shall notify an employee of his/her suspension prior to its effective date. If the Employer is unable to contact the employee, the Employer shall notify the Union prior to the effective date of the suspension.
- b) An employee shall be informed that he/she is entitled to the presence of a Union representative at non-criminal investigatory interviews conducted by an agency's Inspector General or internal affairs unit, the Executive Inspector General or the Illinois State Police Division of Internal Investigations. If such an interview is to be conducted away from the employee's worksite, the employee shall be so notified prior to leaving his/her worksite. In the case of all other non-criminal investigatory interviews, the person conducting the interview shall inform an employee that he/she is entitled to the presence of a Union representative not later than the commencement of the interview, provided that the subject matter of the interview could cause a reasonable person to believe that the employee could be disciplined as a result of the interview.

An employee shall be entitled to the presence of a Union representative at an investigatory interview if he/she requests one and if the employee has reasonable grounds to believe that the interview may be used to support disciplinary action against him/her. Such Union representative may be present during an investigatory interview for the purpose of protecting an employee's rights under the Collective Bargaining Agreement; however, such Union representative shall

not act in such a manner so as to obstruct the investigation. It is understood by the parties that an employee's statement, either oral or written, made in investigatory interviews when representation is requested by the employee and denied shall not be used against him/her in any subsequent disciplinary action. All time spent by an employee, including travel time, who is required by the Employer to attend an investigatory interview away from the employee's regular workplace shall be paid by the Employer at the appropriate rate. All related travel costs shall be paid pursuant to the Travel Control Board rules. An employee who signs an investigatory interview statement shall be given a copy of the signed statement upon completion of the investigation, if requested, and in advance of any disciplinary meeting. An employee who is required to attend a subsequent interview(s) shall have the opportunity, if available, to review his/her prior signed written statement(s) at the beginning of such interview(s), upon request. Written statements created as a result of an oral investigatory interview shall be prepared by the investigator unless the employee being interviewed elects to prepare their own statement. If the signed written statement(s) is unavailable when requested by the employee, the employee shall not be adversely impacted by the Employer's failure to provide said statement(s). Following such an investigation the employee and the Union shall be notified in writing that the investigation is complete. If an investigation of alleged employee misconduct does not lead to discipline the employee shall receive written notification that the investigation is closed without charges being filed, and the allegations of misconduct will not become part of the employee's permanent file nor be used to adversely affect the employee's contractual rights.

The employee shall be provided written notice prior to the commencement of an interview in an official investigation containing the following information:

- i) If you believe that this interview could, in any way, lead to discipline or termination on your part, you have the right to consult with a Union representative prior to this interview and have that steward present during this interview.
 - ii) If your request for a Union steward is denied, you have the right to refuse to answer any question that I ask.
 - iii) If requested, you have the right to consult a Union steward prior to any searches or tests affecting your person, property or effects.
- c) Nothing in this Section shall prevent the Employer from relieving employees from duty in accordance with its practice. The employee shall not lose any wages because of such release.
- d) Interpreters and Interpreting Equipment: The Employer will provide

qualified interpreters and interpreting equipment as necessary for a reasonable accommodation.

Section 7. Removal of Discipline

Any written reprimand or discipline imposed for tardiness or absenteeism shall be removed from an employee's record if, from the date of the last reprimand or discipline, two (2) years pass without the employee receiving an additional reprimand or discipline for such offense. The two (2) year period shall be extended by any leave of absence or disciplinary suspension.

Any reprimand for other causes shall be removed from the employee's record based on the above criteria. Such removal shall be at the request of the employee but in any case shall not be used against the employee.

Section 8. Polygraph

No employee shall be required to take a polygraph examination as a condition of retaining employment with the Employer nor shall be subject to discipline for the refusal to take such. An AFSCME representative may accompany a bargaining unit employee to a polygraph examination. The representative may review the polygraph questions but may not be present during the administration of the polygraph examination.

Section 9. Electronic Monitoring

Information obtained by the Employer as the result of electronic monitoring via video will not be relied on by the Employer as the sole basis either for initiating or supporting employee discipline. The Employer reserves the right to initiate an investigation based upon information obtained as the result of electronic monitoring only when independent, substantiating evidence has been obtained.

The positioning of electronic monitoring equipment shall be done with the intention of providing a safe and secure work environment and not for the primary purpose of engaging in employee surveillance.

ARTICLE X

Vacations

Section 1. Amounts

Employees, except emergency, temporary and those paid pursuant to Part II, Section 3 of the Pay Plan, shall earn vacation time. No employee on leave of absence may earn vacation except when the leave was for the purpose of accepting a temporary working assignment in another class.

Eligible employees shall earn vacation time in accordance with the following schedule:

- a) From the date of hire until the completion of five (5) years of

continuous service: ten (10) work days per year.

- b) From the completion of five (5) years of continuous service until the completion of nine (9) years of continuous service: fifteen (15) work days per year.
- c) From the completion of nine (9) years of continuous service until the completion of fourteen (14) years of continuous service: seventeen (17) work days per year.
- d) From the completion of fourteen (14) years of continuous service until the completion of nineteen (19) years of continuous service: twenty (20) work days per year.
- e) From the completion of nineteen (19) years of continuous service until the completion of twenty-five (25) years of continuous service: twenty-two (22) work days per year.
- f) From completion of twenty-five (25) years of continuous service: twenty-five (25) work days per year.

Probationary employees earn vacation and may use such during their original six (6) months probationary period at the discretion of the Employer. Employees must be in paid status at least one-half (1/2) of the work days of the month to be credited for their earned vacation for that month.

Section 2. Vacation Time

Vacation time may be taken in increments of not less than one-half (1/2) day at a time, and any time after it is earned. Supervisors may however, grant employee requests to use vacation time in smaller increments of fifteen (15) minutes after a minimum use of one-half (1/2) hour. Vacation time shall not be accumulated for more than twenty-four (24) months after the end of the calendar year in which it is earned.

Vacation time earned shall be computed in workdays.

After an employee's earned vacation time has been so computed, if there remains a fractional balance of one-half (5/10) of a workday or less, the employee shall be deemed to have earned vacation time of one-half (5/10) of a workday, in lieu of the fractional balance; if there remains a fractional balance of more than one-half (5/10) of a workday, the employee shall be deemed to have earned a full workday of vacation time in lieu of a fractional balance.

Such rounding off of fractional balances shall only be done upon an employee's request for vacation days in increments of five (5) or more. However, no employee shall accumulate more than one (1) day per calendar year by rounding off under this Section.

Section 3. Interrupted Service

Computation of vacation time of State employees who have interrupted continuous State service shall be determined as though all previous State

service which qualified for earning of vacation benefits is continuous with present service. The rule provided in this paragraph applies to vacation time earned on or after October 1, 1972.

Section 4. Part-time and Intermittent Employees

Part-time employees shall earn vacation in accordance with the schedule set forth in Section 1 of this Article on a pro-rated basis determined by a fraction the numerator of which shall be the hours worked by the employee and the denominator of which shall be the normal working hours in the year required by the position. Intermittent employees shall earn vacation in accordance with the current practice.

Section 5. Vacation Schedules

Subject to Section 6 and the Employer's operating needs, vacations shall be scheduled as requested by the employee in writing. The Employer shall respond to vacation requests within five (5) work days. Where current practice provides for a quicker response, such practice shall continue. Once scheduled vacation is approved it will only be canceled if the Employer's operating needs require that employee's services. The necessity of an overtime assignment shall not be a consideration in the cancellation of approved vacation. Employees selected for promotion shall not have scheduled vacation time cancelled solely due to the promotion. In any event, upon request, vacation time must be scheduled so that it may be taken no later than twenty-four (24) months after the expiration of the calendar year in which such vacation time was earned. If an employee does not request and take accrued vacation within such twenty-four (24) month period, vacation earned during such calendar year shall be lost. Except that the period of time an employee is on an approved leave of absence pursuant to Article XXIII, Leaves of Absence, shall not count toward the twenty-four (24) month period.

Section 6. Vacation Schedules by Seniority

By January 31 of each calendar year, employees may submit in writing to the Employer their preferences for different time periods for vacation, provided an employee may not submit more than three (3) preferences. Such request may include vacation through the end of February of the following calendar year. In establishing vacation schedules, the Employer shall consider both the employee's preference and the operating needs of the agency. Where the Employer is unable to grant and schedule vacation preferences for all employees within a position classification within a facility but is able to grant some of such (one or more) employees such vacation preferences, employees within the position classification shall be granted such preferred vacation period on the basis of seniority. An employee who has been granted his/her first preference shall not be granted another preference request if such would

require denial of the first preference of a less senior employee. An employee's preference shall be defined as a specific block of time uninterrupted by work days.

Employees who file their preference by January 31, shall be notified of the vacation schedules by March 1 of that calendar year. Employees requesting vacation time who have moved at their prerogative to a different work unit, and whose preference conflicts with another employee in that work unit, or those employees who have not filed their preference by January 31 or were not granted such request, shall be scheduled on the basis of the employee's preference and the operating needs of the Employer.

Section 7. Payment in Lieu of Vacation

- a) If because of operating needs the Employer cannot grant an employee's request for vacation time within the twenty-four (24) month period after the expiration of the calendar year such time was earned, such vacation time shall be liquidated in cash at straight time provided the employee has made at least three (3) requests, each for different time periods, for such time within the calendar year preceding liquidation, or it may be accumulated indefinitely subject to the provisions of this Article.
- b) No salary payment shall be made in lieu of vacation earned but not taken except as in (a) above and on termination of employment for eligible employees with at least six (6) months of continuous service in which case the effective date of termination shall not be extended by the number of days represented by said salary payment.
- c) An employee who is indeterminately laid off pursuant to Article XX, Section 2, may receive lump sum payment in lieu of unused vacation under this Section at the request of the employee and with determination by the agency that funds are so available, otherwise the employee shall be paid from the regular payroll on a day-for-day basis until such accrued vacation is liquidated.

Such liquidation of vacation benefits does not extend the effective date of layoff and no additional benefits shall be earned or granted during such period of liquidation of vacation benefits.

In the event an agency specifies in the layoff plan approved in accordance with Personnel Rule 302.520 that the employee is to be recalled under Article XX, Section 5, Recall, on a certain date, the payment of salary in lieu of vacation may be withheld, with the payment becoming due on the date the employee is scheduled to return if in fact the employee is not recalled on that date.

In the event an employee is returned to active employment in trainee, provisional, probationary, certified or exempt status during such period of liquidation of vacation benefits, payment shall cease and the unpaid balance

credited to the employee's vacation account. If the return is to any other status, the liquidation shall be completed, unless the employee requests otherwise.

Section 8. Payment on Death of Employee

Upon the death of the State employee, the person or persons specified in Section 14a of "an Act in relation to State Finance," approved June 10, 1919, as amended, shall be entitled to receive from the appropriation for personal services theretofore available for payment of the employee's compensation such sum for any accrued vacation period to which the employee was entitled at the time of death. Such shall be computed by multiplying the employee's daily rate by the number of days accrued vacation due.

Section 9. Disposition of Work During Vacation

Insofar as practicable during an employee's vacation, the Employer shall assign non-individual work to other employees. Upon return from vacation, an employee shall be allowed reasonable time to review work done during his/her absence.

Section 10. Vacation Pay/Academic Year Educators (RC-63)

Beginning with the academic school year 2000, permanent, full-time academic year Educators shall earn vacation in accordance with the following schedule:

- a) From the completion of one (1) year of service until the completion of ten (10) years of service: three (3) workdays per year of employment
- b) From completion of ten (10) years of service until the completion of fourteen (14) years of service: five (5) work days per year of employment.
- c) From completion of fourteen (14) years of service until the completion of nineteen (19) years of service: eight (8) work days per year of employment.
- d) From completion of nineteen (19) years of service until the completion of twenty-five (25) years of service: eleven (11) work days per year of employment.
- e) From completion of twenty-five (25) years of service: fourteen (14) work days per year of employment.

Payment for such vacation shall be paid in cash during the fiscal year in which it was earned unless the Superintendent at his/her discretion grants employee requests for vacation time usage during the academic year.

ARTICLE XI

Holidays

Section 1. Amounts

All employees shall have time off, with full salary payment on the following holidays or the day designated as such by the State:

- New Year's Day
- Martin Luther King Day
- Lincoln's Birthday
- Presidents' Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans' Day
- Thanksgiving Day
- Friday Following Thanksgiving Day
- Christmas Day
- General Election Day

(on which members of the House of Representatives are elected) and any additional days proclaimed as holidays or non-working days by the Governor of the State of Illinois or by the President of the United States.

Section 2. Equivalent Time Off

When a holiday falls on an employee's scheduled day off, or an employee works on a holiday, equivalent time off shall be granted within the following twelve (12) month period. It shall be granted on the day requested by the employee unless to do so would interfere with the Employer's operations, in which event the employee's next requested day off shall be given or cash paid in lieu thereof, or accumulated indefinitely.

Holiday time off may be taken in increments of one-half (1/2) day, except where current practice so provides it may be taken in increments of less than one-half (1/2) day in accordance with that practice. Notwithstanding the above, supervisors may grant employee requests to use holiday time in smaller increments of fifteen (15) minutes after a minimum use of one-half (1/2) hour.

Section 3. Cash Payment

In lieu of equivalent time off as provided for in Section 2 above, an employee who works either the actual holiday or the observed holiday may choose to receive double time cash payment, except an employee who works

on only Labor Day, Thanksgiving Day or Christmas Day may choose to receive double time and one-half cash payment in lieu of time off. When an employee works (excluding roll-call) on a day on which a holiday falls, either the actual holiday or the observed holiday, he/she shall receive equivalent time off or cash payment in the amounts specified above for any time in excess of his/her regular hours of work. (For RC-6, 9 and CU-500, equivalent time off or cash payment as specified above shall apply to all time worked on the actual holiday only.)

Section 4. Advance Notice

Employees scheduled to work a holiday shall be given as much advance notice as practicable. (RC-62 and RC-63 only) Such holiday scheduling shall be from among employees who perform the actual duties and responsibilities of the necessary work and shall be on a seniority rotation basis subject to the operating needs of the agency.

Section 5. Holiday During Vacation

When a holiday falls on an employee's regularly scheduled work day during the employee's vacation period, the employee will be charged with that holiday and retain the vacation day.

Section 6. Eligibility

To be eligible for holiday pay, the employee shall work the employee's last scheduled work day before the holiday and first scheduled work day after the holiday, unless absence on either or both of these work days is for good cause and approved by the Employer.

Intermittent employees to be eligible for holiday pay shall work their regularly scheduled day before the holiday and their regularly scheduled day after the holiday within a period of ten (10) working days which shall include the holiday.

It is understood by the parties that permanent part-time employees shall be eligible for holiday payment in accordance with Article XI, Section 6, on a pro-rated basis. Such pro-ration shall be according to the number of paid holidays regular full-time employees receive. Part-time employees whose schedules are specifically weekends and holidays are excluded from this provision.

Section 7. Accumulated Holiday Scheduling

Where the Employer is unable to grant the request from all employees within a position classification for a particular day off in the utilization of an accumulated holiday under this Article, but is able to grant some (one or more) of such employees such day off, an employee(s) within the position

classification shall be granted the requested day off on the basis of seniority provided such senior employee(s) has made such request at least two (2) weeks prior to the requested accumulated holiday off. If no prior request was made within the above time limits, such day off shall be granted in accordance with Section 2 of this Article.

The Employer will, where possible, inform an employee of whether it can grant the request for a particular day off within five (5) days of such request.

Section 8. Holiday Observance

When a holiday falls on a Sunday, the following Monday shall be observed as the holiday. When a holiday falls on a Saturday, the preceding Friday shall be observed as the holiday.

Section 9. Payment Upon Separation

Upon separation for any reason, the employee shall be paid for all accrued holidays.

Section 10. Holiday Pay/Academic Year Educators (RC-63)

Permanent, full-time academic year Educators will receive double time cash payment for work performed on ten (10) of the holidays designated in Section 1 of this Article which occur during the academic year. Such holidays shall be set forth in the school calendar at the discretion of the Superintendent or his/her designee, but shall include Labor Day, Thanksgiving, and Christmas Day.

Section 11. Holiday Work (RC-42 and Site Technicians I and II)

Where some but not all employees are scheduled to work a holiday, the scheduling shall be offered on a seniority rotation basis.

ARTICLE XII

Hours of Work and Overtime

Section 1. General Provisions RC-6

- a) “Consecutive Days and Hours” The regular hours of work each day shall be consecutive and the work week shall consist of five (5) consecutive days beginning with the time the employee starts work on the first day of his/her work week. Nothing herein shall prohibit the establishment of twelve (12) hour shifts by mutual agreement of the parties.
- b) “Overtime Payment” Full-time employees shall be paid at the rate of one and one-half times the employee’s straight time hourly rate for all time worked outside of their normal work hours and/or work days

up to sixteen (16) hours in a twenty-four (24) hour period. For hours worked in excess of sixteen (16) in a twenty-four (24) hour period, employees shall be paid double time.

c) “Work Day and Work Week”

- (i) Correctional Officers - 38 3/4 hours consisting of five (5) consecutive days of 8 1/4 consecutive hours, including an unpaid lunch period of thirty (30) minutes per day and a roll-call period of fifteen (15) minutes per day which shall be paid for in accordance with Section 20 of this Article.
 - (ii) Employees in other position classifications except Youth Counselors, Youth Supervisors and Dietary employees in Juvenile facilities consisting of five (5) consecutive days of eight (8) consecutive hours, including a thirty (30) minute unpaid lunch period per day.
 - (iii) Youth Supervisors, Youth Counselors and Dietary employees position classifications in Juvenile facilities - forty (40) hours, consisting of five (5) consecutive days of eight (8) hours, including a thirty (30) minute paid lunch period per day.
- d) “Lunch Period” Employees who receive an unpaid lunch period and are required to work at their work assignments during such period and who are not relieved, shall have such time counted as hours worked for the purposes of Sections l(b) and l(c) above and shall be compensated at the appropriate compensatory straight or overtime rate, whichever may be applicable.
- e) “Days Off” For employees working within position classifications and at facilities which require continuous coverage, scheduled work days and scheduled days off shall be consecutive, but may fall on any day of the work week.
- f) “Tardiness and Absenteeism” The agency’s current practices and policies regarding tardiness and absenteeism shall continue.

Section 2. General Provisions RC-9

- a) “Consecutive Days and Hours” The regular hours of work each day shall be consecutive and the work week shall consist of five (5) consecutive days of work within regular reoccurring period of 168 hours consisting of seven (7) consecutive 24-hour periods. Exceptions to the above may exist in local supplementary agreements.
- b) “Work Day and Work Week” The normal work day shall be eight (8) hours per day and the normal work week shall be forty (40) hours per week. The present practice with regards to employees working a straight eight (8) hours with a paid half hour lunch period, or working a straight eight (8) hours with an unpaid half hour lunch period, or working a straight eight and one-half hours with a half hour

unpaid lunch period, shall continue for the full term of this Agreement and it shall be considered as a forty-hour work week.

- c) “Overtime Payment” Full-time employees shall be paid at the rate of one and one-half times the employee’s straight time hourly rate for all time worked outside of their normal work hours and/or work days up to sixteen (16) hours in a twenty-four (24) hour period. For hours worked in excess of sixteen (16) in a twenty-four (24) hour period, employees shall be paid double time. Employees who receive an unpaid lunch period and are not required to work at their work assignments during such period shall not have such time treated as hours worked for the purpose of computing overtime.
- d) “Lunch Period” Employees who receive an unpaid lunch period and are required to work at their work assignments and who are not relieved shall have such time treated as hours worked for the purpose of computing overtime and shall be paid at the appropriate overtime rate.
- e) “Tardiness and Absenteeism” The agency’s current practices and policies regarding tardiness and absenteeism shall continue.
- f) “Briefing Period” Where attendance is required at briefing and/or debriefing periods outside the employee’s normal work hours, such time shall be paid at the rate of one and one-half times the employee’s straight time hourly rate.

Section 3. General Provisions RC-14

- a) “The Work Day and the Work Week” The normal work day shall consist of seven and one-half consecutive hours and the normal work week shall consist of five (5) consecutive work days followed by two (2) consecutive days off. Exceptions to the above are subject to local level negotiations. Schedules normally requiring more than seven and one-half hours of work each day shall be negotiated where serious operational problems so dictate. If no agreement is reached, the issue shall be submitted to arbitration. Past practice may continue if required for such work schedules pending agreement or an arbitrator’s decision.
- b) “Meal Period” Work schedules shall provide for the work day to be broken at approximately mid-point by an uninterrupted, unpaid meal period of not less than thirty (30) minutes and no more than one (1) hour. However, this shall not preclude work schedules which provide for a paid meal period. Such regularly scheduled paid meal periods shall be treated as hours worked and shall be paid at the appropriate straight or overtime rate, whichever is applicable.

When employees who normally receive an unpaid meal period are required to work during that period and receive no equivalent time off during the same shift at a reasonable alternative time, they shall have such time treated as hours worked and shall be paid at the appropriate

straight or overtime rate, whichever is applicable. Present practices regarding eating while on duty during meal periods shall remain in effect.

- c) “Late Arrival and Unauthorized Absence” There shall be no general policy of docking for late arrival. Employees who are repeatedly late may be docked until the problem has been corrected over a reasonable period. However, this shall not limit the Employer’s right to dock for unauthorized absence and/or resort to the disciplinary procedure of this Agreement for excessive late arrival and/or unauthorized absence. The threshold between late arrival and unauthorized absence is one hour after the starting time.
- d) “Overtime Payment” Full-time employees shall be paid at the rate of one and one-half times the employee’s straight time hourly rate for all time worked outside of their normal work hours and/or work days up to sixteen (16) hours in a twenty-four (24) hour period. For hours worked in excess of sixteen (16) in a twenty-four (24) hour period, employees shall be paid double time.
- e) “Overtime Procedure” Overtime shall be distributed as equally as possible among the employees who normally perform the work in the position classification in which the overtime is needed and within a work unit as mutually agreed to between the parties. It shall be distributed on a rotating basis among such employees in accordance with seniority, the most senior employee having the least number of overtime hours, regardless of whether the employee is full-time or part-time, being given first opportunity. If all employees available to work the overtime hours decline the opportunity, the Employer shall assign the overtime in reverse seniority order; the least senior employee who has not been previously directed by the Employer to work overtime shall be directed to work the hours until all employees have been required to work at which time the process shall repeat itself.

For the purpose of equalizing the distribution of overtime, an employee who is offered but declines an overtime assignment shall be deemed to have worked the hours assigned.

New and temporarily assigned employees shall be credited with the average overtime hours worked by all employees in the unit as of the date of hire or temporary assignment.

Section 4. General Provisions RC-28 (except Site Technicians I and II)

- a) “The Work Day and the Work Week” The work week is defined as a regularly reoccurring period of 168 hours consisting of seven (7) consecutive 24-hour periods. The normal work day shall consist of seven and one-half (7 1/2) consecutive hours and the normal work week shall consist of five (5) consecutive days followed by two (2)

consecutive days off except for rotating schedules. Schedules normally requiring more than seven and one-half (7 1/2) hours of work each day shall be negotiated where serious operational problems so dictate. If no agreement is reached, the issue shall be submitted to arbitration. Past practice may continue for such work schedules pending agreement or an arbitrator's decision. Those facilities maintaining rotating schedules shall not be obligated to pay for overtime for those regular work schedules that provide for six (6) or more consecutive days of work, unless employees on such schedules exceed forty (40) hours in the work week.

- b) “Regular Work Schedule” All employees (except intermittent and per diem employees) shall be scheduled to work on a regular work schedule and each work shift shall have a regular starting and quitting time.
- c) “Meal Period” Work schedules shall provide for the work day to be broken at approximately mid-point by an uninterrupted, unpaid meal period of not less than thirty (30) minutes and no more than one (1) hour. However, this shall not preclude work schedules which provide for a paid meal period. Those employees who receive an unpaid meal period and are required to work at their work assignments and are not relieved for such meal periods shall have such time treated as hours worked for the purpose of computing overtime and shall be paid at the appropriate straight time or overtime rate, whichever may be applicable.
- d) “Overtime Payment” Full-time employees shall be paid at the rate of one and one-half times the employee's straight time hourly rate for all time worked outside of their normal work hours and/or work days up to sixteen (16) hours in a twenty-four (24) hour period. For hours worked in excess of sixteen (16) in a twenty-four (24) hour period, employees shall be paid double time. Compensation shall be in cash at the appropriate rate unless mutually agreed otherwise. Where current practice does not allow employees to elect compensatory time, the employees' request for compensatory time shall not be unreasonably denied.
- e) “Overtime Procedure” Overtime shall be distributed as equally as possible among the employees who normally perform the work in the position classification in which the overtime is needed and within a work unit as mutually agreed to locally between the parties. It shall be distributed on a rotating basis among such employees in accordance with seniority, the most senior employee having the least number of overtime hours, regardless of whether the employee is full-time or part-time, being given first opportunity. If all employees available to work the overtime hours decline the opportunity, the Employer shall

assign the overtime in reverse seniority order; the least senior employee who has not previously been directed by the Employer to work overtime shall be assigned to work the hours until all employees have been required to work at which time the process shall repeat itself.

For the purpose of equalizing the distribution of overtime, an employee who is offered but declines an overtime assignment shall be deemed to have worked the hours assigned. New and temporarily assigned employees shall be credited with the average overtime hours worked by all employees in the unit as of the date of hire or temporary assignment.

- f) “Late Arrival and Unauthorized Absence” There shall be no general policy of docking for late arrival. Employees who are repeatedly late may be docked until the problem has been corrected over a reasonable period. However, this shall not limit the Employer’s right to dock for unauthorized absence and/or resort to the disciplinary procedure of this Agreement for excessive late arrival and/or unauthorized absence. The threshold between late arrival and unauthorized absence is one hour after the starting time.

Section 5. General Provisions RC-42 and Site Technicians I and II

- a) “The Work Day and the Work Week” The work week is defined as a regularly reoccurring period of 168 hours consisting of seven (7) consecutive 24-hour periods. The normal work day shall consist of seven and one-half (7 1/2) consecutive hours and the normal work week shall consist of five (5) consecutive days followed by two (2) consecutive days off except for rotating schedules. Schedules normally requiring more than seven and one-half (7 1/2) hours of work each day shall be negotiated where serious operational problems so dictate. If no agreement is reached, the issue shall be submitted to arbitration. Past practice may continue for such work schedules pending agreement or an arbitrator’s decision. Those work sites maintaining rotating schedules shall not be obligated to pay for overtime for those regular work schedules that provide for six (6) or more consecutive days of work, unless employees on such schedules exceed 37½ hours in the work week.
- b) “Regular Work Schedule” All employees (except intermittent and per diem employees) shall be scheduled to work on a regular work schedule and each work shift shall have a regular starting and quitting time. However, where agency practice provides for seasonal work schedule changes, those changes may be implemented with a minimum ten (10) work day notice to the Union and the employees. Such seasonal work schedule changes shall not be subject to negotiation with the Union. Subject to the operating needs of the agency, the Employer

will attempt to utilize as many seasonal employees as possible on Saturdays, Sundays and other undesirable shifts to allow regular employees to be scheduled off.

- c) “Meal Period” Work schedules shall provide for the work day to be broken at approximately mid-point by an uninterrupted, unpaid meal period of not less than thirty (30) minutes and no more than one (1) hour. However, this shall not preclude work schedules which provide for a paid meal period. Those employees who receive an unpaid meal period and are required to work at their work assignments and are not relieved for such meal periods shall have such time treated as hours worked for the purpose of computing overtime and shall be paid at the appropriate straight time or overtime rate, whichever may be applicable.
- d) “Overtime Payment” Full-time employees shall be paid at the rate of one and one-half times the employee’s straight time hourly rate for all time worked outside of their normal work hours and/or work days up to sixteen (16) hours in a twenty-four (24) hour period. For hours worked in excess of sixteen (16) in a twenty-four (24) hour period, employees shall be paid double time. Compensation shall be in cash at the appropriate rate unless mutually agreed otherwise. Where current practice does not allow employees to elect compensatory time, the employees’ request for compensatory time shall not be unreasonably denied.
- e) “Overtime Procedure” Overtime shall be distributed as equally as possible among the employees who normally perform the work in the position classification in which the overtime is needed and within a work unit as mutually agreed to locally between the parties. It shall be distributed on a rotating basis among such employees in accordance with seniority, the most senior employee having the least number of overtime hours, regardless of whether the employee is full-time or part-time, being given first opportunity. If all employees available to work the overtime hours decline the opportunity, the Employer shall assign the overtime in reverse seniority order; the least senior employee who has not previously been directed by the Employer to work overtime shall be assigned to work the hours until all employees have been required to work at which time the process shall repeat itself.

For the purpose of equalizing the distribution of overtime, an employee who is offered but declines an overtime assignment shall be deemed to have worked the hours assigned.

- f) “Late Arrival and Unauthorized Absence” There shall be no general policy of docking for late arrival. Employees who are repeatedly late may be docked until the problem has been corrected over a reasonable

period. However, this shall not limit the Employer's right to dock for unauthorized absence and/or resort to the disciplinary procedure of this Agreement for excessive late arrival and/or unauthorized absence. The threshold between late arrival and unauthorized absence is one hour after the starting time.

Section 6. General Provisions RC-10, RC-62 and RC-63

- a) "The Work Week" The work week is defined as a regularly reoccurring period of 168 hours consisting of seven (7) consecutive 24-hour periods. An RC-62 and RC-63 employee's normal work week shall consist of not more than forty(40) hours. Past practice at work locations requiring less than forty (40) hours in a normal work week may continue. The normal work week shall consist of five (5) consecutive days of work followed by two (2) consecutive days off except for rotating schedules consisting of six (6) or more consecutive days of work. Such rotating schedules may be maintained without the payment of overtime unless the employee works in excess of his/her normal work week within the measuring period used.

RC-10 only

An RC-10 employee's normal work week shall consist of not more than thirty-seven and one-half (37 1/2) hours. Past practice at work locations requiring less than thirty-seven and one-half (37 1/2) hours in a normal work week may continue. The normal work week shall consist of five (5) consecutive days of work followed by two (2) consecutive days off.

- b) "Regular Work Schedule" Where current practice so provides, employees (except intermittent and per diem) shall be scheduled to work on a regular work schedule and each work shift shall have a regular starting and quitting time.
- c) "Meal Period" Where current practice so provides or otherwise practicable, work schedules shall provide for the work day to be broken at approximately mid-point by an uninterrupted, unpaid meal period of not less than thirty (30) minutes and no more than one (1) hour. However, this shall not preclude work schedules which provide for a paid meal period. Those employees who receive an unpaid meal period, and are required to work at their work assignments and are not relieved for such meal periods shall have such time treated as hours worked for the purpose of computing overtime and shall be paid at the appropriate rate.
- d) Overtime Payment"
- (i) Employees who are authorized and do work in excess of their normal work week in any one scheduled period as defined in subsection (a), shall receive overtime credit for such hours. Procedures

for the authorization of overtime shall be established by each agency within fifteen (15) calendar days from the effective date of this Agreement. Overtime in less than fifteen (15) minutes increments shall not be accrued.

- (ii) Payment for such overtime credit shall be in cash or compensatory time at the discretion of the Employer. Where current practice does not allow employees to elect compensatory time, the employees' request for compensatory time shall not be unreasonably denied. If such compensatory time request is granted, it 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 Employer. However, accrued compensatory time not scheduled or taken by the end of the fiscal year shall be liquidated and paid in cash at the rate it was earned. Notwithstanding the above, employees who schedule compensatory time off by June 30th of the fiscal year shall be allowed to use such time through August 15th of the subsequent fiscal year.
- (iii) Full-time employees shall be paid at the rate of one and one-half times the employee's straight time hourly rate for all time worked outside of their normal work hours and/or work days up to sixteen (16) hours in a twenty-four (24) hour period. For hours worked in excess of sixteen (16) in a twenty-four (24) hour period, employees shall be paid double time.

RC-10 only

- (1) *Employees who are authorized and do work in excess of their normal work week in any one scheduled period as defined herein, shall receive credit for such hours as enumerated in this Section.*
- (2)(i) *Hours after from thirty-seven and one-half (37 1/2) to forty (40) in the work week:*
The employee and his/her immediate supervisor shall make every reasonable effort to avoid having the employee's weekly hours exceed thirty-seven and one-half (37 1/2) hours in the work week by adjusting hours within the work week at the discretion of the immediate supervisor; provided however, the employee's choice of taking the time off shall be considered by the immediate supervisor and shall not be unreasonably denied. In the event the employee's schedule cannot be altered to avoid working hours in excess of thirty-seven and one-half (37 1/2) but not more than forty (40) in the work week, payment for overtime hours worked between thirty-seven and one-half (37 1/2) but not more than forty (40) shall be in compensatory time. Compensatory time off shall be scheduled by the Employer with

due consideration given to the requests of the employee and the operating needs of the Agency. However, accrued compensatory time not scheduled or taken by the end of the fiscal year shall be liquidated and paid in cash at the rate it was earned. Notwithstanding the above, employees who schedule compensatory time off by June 1st of the fiscal year shall be allowed to use such time through August 1st of the following fiscal year.

- (ii) *Hours worked in excess of forty (40) in the work week: The payment of overtime hours worked in excess of forty (40) hours in the work week shall be in cash or compensatory time at the Employer's discretion. Where current practice does not allow employees to elect compensatory time, the employees' requests for compensatory time shall not be unreasonably denied. Compensatory time off shall be scheduled with due consideration given to the requests of the employee. However, accrued compensatory time not scheduled or taken by the end of the fiscal year shall be liquidated and paid in cash at the rate it was earned.*

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

Overtime in excess of forty (40) hours in the work week shall be earned at the employee's straight time rate. Overtime as authorized by the Employer in excess of thirty-seven and one-half (37 1/2) hours in the work week and assigned on Saturday or Sunday shall be earned at the rate of one and one-half (1 1/2) times the employee's straight time hourly rate.

- e) "Overtime Procedure" Where practicable, overtime shall be distributed as equally as possible among employees who normally perform the work in the position classification in which the overtime is needed and within a work unit, regardless of whether the employee is full-time or part-time, as mutually agreed locally by the parties. If current practice provides for a method for the equal distribution of overtime, it shall be maintained unless the parties agree otherwise.

(RC-10 only)

Where practicable, and when the work is not so individualized so as to preclude same, overtime shall be distributed as equally as possible among employees who normally perform the work in the position classification in which the overtime is needed and within a work unit, regardless of whether the employee is full-time or part-time.

- f) "Late Arrival and Unauthorized Absence" There shall be no general policy of docking for late arrival. Employees who are repeatedly late may be docked until the problem has been corrected over a reasonable period. However, this shall not limit the Employer's right to dock

for unauthorized absence and/or resort to the disciplinary procedure of this Agreement for excessive late arrival and/or unauthorized absence. The threshold between late arrival and unauthorized absence is one hour after the starting time.

- g) “Consecutive Work Hours” **(RC-10 only)** The regular hours of work each day shall be consecutive except that they may be interrupted by a meal period.

Section 7. Hours of Work and Overtime - Aircraft Pilots Only (RC-62)

- a) “The Work Week” The normal work week shall be Sunday through Saturday and shall average five (5) days of work within a regular reoccurring period of 168 hours consisting of seven (7) consecutive 24-hour periods. For purposes of calculation a normal work week shall consist of forty-eight (48) hours and no less than thirty seven and one-half (37 1/2) hours.
- b) “Meal Period” Where current practice so provides and work hours so dictate the work day shall be broken approximately midpoint by an uninterrupted, paid meal period of not less than thirty (30) minutes and not more than one (1) hour. However, this shall not preclude work schedules which provide for an unpaid meal period. Those employees who receive an unpaid meal period and are required to work at their work assignments and are not subsequently relieved for such meal periods shall have such time treated as hours worked for the computing of overtime and shall be paid at the appropriate overtime rate.
- c) “Overtime Payment”
- (i) Employees who are authorized and who are accountable to the Employer with the exception of stand-by (as enumerated in Section 22) in excess of one hundred sixty (160) hours during a twenty-eight (28) day cycle shall receive overtime credit of one and one-half (1 1/2) times the employee’s straight time hourly rate for such hours. Procedures for the authorization of overtime shall be established by the agency within thirty (30) days from the effective date of this Agreement. Overtime in less than one-half (1/2) hour increments shall not be accrued.
 - (ii) Payment for such overtime credit shall be in cash or compensatory time at the discretion of the Employer. Where current practice does not allow employees to elect compensatory time, the employees’ request for compensatory time shall not be unreasonably denied. If such compensatory time request is granted, it 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 Employer. However, accrued compensatory time

not scheduled or taken by the end of the fiscal year shall be liquidated and paid in cash at the rate it was earned. Notwithstanding the above, employees who schedule compensatory time off by June 1st of the fiscal year shall be allowed to use such time through August 1st of the following fiscal year.

- d) “Overtime Procedure” Where practicable, overtime shall be distributed as equally as possible among employees who normally perform the work in the position classification in which the overtime is needed and within a work unit, regardless of whether the employee is full-time or part-time, as mutually agreed locally by the parties. If current practice provides for a method for the equal distribution of overtime, it shall be maintained unless the parties agree otherwise.
- e) “Late Arrival and Unauthorized Absence” There shall be no general policy of docking for late arrival. Employees who are repeatedly late may be disciplined until the problem has been corrected over a reasonable period. However, this shall not limit the Employer’s right to dock for unauthorized absence and/or resort to the disciplinary procedure of this Agreement for excessive late arrival and/or unauthorized absence. The threshold between late arrival and unauthorized absence is one hour after the starting time.
- f) This Section shall not be construed as a guarantee or limitation on the number of hours per day or work week.

Section 8. General Provisions CU-500

- a) “Consecutive Days and Hours” The regular hours of work each day shall be consecutive and the work week shall consist of five (5) consecutive days beginning with the time the employee starts work on the first day of his/her work week.
- b) Work Day and Work Week”
 - 1) Employees shall work 38 3/4 hours consisting of five (5) consecutive days of 8 1/4 consecutive hours, including an unpaid lunch period of thirty (30) minutes per day and a roll call period of fifteen (15) minutes per day which shall be compensated at time and one-half (1 1/2) in accordance with subsection f) of this Article. Employees who do not stand roll call because of their classification shall not receive compensation for a roll call period.
 - 2) Juvenile Justice Supervisors shall work forty (40) hours, consisting of five (5) consecutive days of eight (8) hours, including a thirty (30) minute lunch per day, including roll call which shall be compensated at time and one-half (1 1/2) in accordance with subsection f) of this Article.
 - 3) Parole Supervisors and Juvenile Justice Youth and Family Supervisors shall work thirty-seven and a half (37 1/2) hours,

consisting of five (5) consecutive days of seven and a half (7 1/2) hours, excluding a thirty (30) minute unpaid lunch. The thirty (30) minute paid lunch received by Juvenile Justice Supervisors shall be compensated at time and one-half (1 1/2) in accordance with subsection f) of this Article. Such time may be taken in either cash payment or compensatory time. Compensatory time off shall be granted by the Employer within the fiscal year earned at a time convenient to the employee consistent with the operating needs of the Employer, and if not so granted or taken, it shall be liquidated in cash before the end of the fiscal year in which earned.

- c) “Lunch Period” Employees who receive an unpaid lunch period and are required to work at their work assignments during such period and who are not relieved, shall have such time counted as hours worked for the purposes of overtime computation and shall be compensated at the appropriate compensatory straight or overtime rate, whichever may be applicable. Where it is currently the practice, whenever only one (1) Lieutenant is scheduled to work a particular shift, if the Lieutenant is not able to be relieved, a paid lunch shall be granted.
- d) “Days Off” For employees working within position classifications and at facilities which require continuous coverage, scheduled work days and scheduled days off shall be consecutive, but may fall on any day of the work week.
- e) “Tardiness and Absenteeism” The Agency’s current practices and policies regarding tardiness and absenteeism shall continue.
- f) “Overtime Payment” Full-time employees shall be paid at the rate of one and one-half (1½) times the employee’s straight time hourly rate for all time worked outside of their normal work hours and/or work days up to sixteen (16) hours in a twenty-four (24) hour period. For hours worked in excess of sixteen (16) in a twenty-four (24) period, employees shall be paid double time.
- g) The Employer shall make every attempt to equalize overtime amongst the employees in the position classification in which the overtime is performed. With respect to the Lieutenants Side Letter, Lieutenants shall be mandated in accordance with the resolution of grievance number 523225.

Section 9. No Guarantee or Limitation

This Article shall not be construed as a guarantee or limitation on the number of hours per day or work week. The regular hours of work each day shall be consecutive except that they may be interrupted by a meal period.

Section 10. Overtime Payments (All Units except RC-10)

Full-time employees shall be paid at the rate of one and one-half times the employee's straight time hourly rate for all time worked outside of their normal work hours and/or workdays up to sixteen (16) hours in a day. For hours worked in excess of sixteen (16) in a day, employees shall be paid double time. All payment for overtime shall be paid within the next two pay periods after the overtime has been submitted by the employee for payment. A full-time employee will not be eligible for pay at the applicable overtime rate for all time worked outside of the employee's normal work hours and/or work days, pursuant to this Article, only under the following circumstances:

- a) If a full-time employee is charged with a UA (unexcused absence) or XA (unexcused-unreported absence), on a normal workday and the employee works on his/her day off during that same work week – the employee will receive overtime at the straight time hourly rate for time worked on his/her day off until the employee has worked in excess of thirty-seven and one-half hours in RC-14, RC-28, RC-42; and in excess of the employee's normal work week for RC-6, RC-9 and RC-62/63.
- b) If a full-time employee takes a day off without pay, except RC-09 residential schools furlough days during the academic year, for which he/she is not eligible for a Leave under Article VI, Section 3 or Article XXIII of the Master Contract, for a normal workday and the employee works on his/her day off during that same work week – the employee will receive overtime at the straight time hourly rate for time worked on his/her day off until the employee has worked in excess of thirty-seven and one-half hours in RC-14, RC-28, RC-42; and in excess of the employee's normal work week for RC-6, RC-9 and RC-62/63.
- c) If a full-time employee was suspended without pay on a normal workday and the employee works on his/her day off during that same work week – the employee will receive overtime at the straight time hourly rate for time worked on his/her day off until the employee has worked in excess of thirty-seven and one-half hours in RC-14, RC-28, RC-42; and in excess of the employee's normal work week for RC-6, RC-9 and RC-62/63.
- d) Suspension time will not be imposed in such a manner so as to avoid the payment of overtime pursuant to this Article.
- e) Overtime rotation procedures shall not be affected by these procedures. The normal overtime rotation will not be changed or altered among eligible employees in order to assign overtime hours to employees who would not be eligible for overtime pursuant to Paragraph 2 of this Section.

Section 11. Inconvenience Pay for Work Beyond Five Days on Day Off Rotation Schedules

In the event of a day off rotation schedule only, an employee who works more than five (5) days in any given seven (7) day period even though it overlaps work weeks, shall be paid inconvenience premium pay of 50 cents per hour above the regular rate of pay on each of those days worked over five (5) days within said seven-day period. Inconvenience premium pay will increase to \$1.00 per hour effective July 1, 2001, and to \$1.50 per hour effective July 1, 2002. Inconvenience premium pay shall increase to \$2.00 per hour effective January 1, 2024. There shall be no double payment or calculation of the same days within a given seven-day period. Provided, however, if an employee works more than the normally scheduled hours or days as provided in this Agreement, said employee shall be paid at the overtime rate of time and one-half for said work (e.g., in any work week that an employee works on a day or hours he/she would normally be off under the days off rotation schedule, said employee shall be paid overtime at time and one-half for said time worked, provided he/she worked the normally scheduled hours or days or was off on a day which counts as the time worked as set forth in Section 13).

Where such has not previously been specified, the parties shall meet within thirty (30) days at each of the facilities to incorporate into the supplemental agreement the specific days in each rotation scheduled for which the inconvenience premium pay shall be paid. In those locations where a 6-2 schedule exists, the 6th day shall be the day in which the premium is paid, whenever said 6th day occurs.

Section 12. Rest Periods

There shall be two (2) rest periods of fifteen (15) minutes each during each regular shift; one during the first half of the shift and one during the second half of the shift, except that in RC-6 and CU-500 such rest periods shall only be provided where it is the current practice. Where a single thirty (30) minute break has been the past practice and continues to be mutually agreeable, it shall be scheduled per the past practice.

Employees working a four (4) day work week approved under Personnel Rule 303.300 shall receive two (2) rest periods of twenty (20) minutes each during each regular shift; one during the first half of the shift and one during the second half of the shift.

Employees shall have the right to leave the work site during such period, except for RC-6 and CU-500 bargaining unit employees, and except that RC-9 employees shall not leave the facility ground.

(RC-10) The current practices regarding rest periods shall continue.

The Employer will allow nursing mothers a private room and flexibility with respect to scheduling lunch and break periods for the purpose of breast

feeding or pumping breast milk, whenever possible.

If evidence demonstrates that circumstances prevented an employee from receiving a rest period or resulted in a rest period being interrupted, and the Employer does not authorize an alternative time, the employee shall be entitled to compensatory time.

Section 13. Flexible Hours

It is the policy of the State to implement to the fullest extent practicable the flex-time positions authorized by P.A. 79-558. An Agency's flex-time positions shall be divided as equitably as possible. Where more employees request flex-time than positions available, the employee who demonstrates the greatest personal need shall have preference. Should these employees display the same or similar personal need(s), the flex-time schedule shall be granted based upon seniority. The scheduling of flex-time shall be by mutual arrangement between the employee, and his/her supervisor outside the bargaining unit. Where operational needs require flex-time schedules to be changed or terminated, an affected employee shall receive fifteen (15) work day notice, when practicable, before such change occurs.

Section 14. Four Day Work Week

In lieu of the normal work week as defined in Section 1, 2, 3, 4, 5 and 6 of this Article, an employee may request a work week composed of four (4) consecutive days of relatively equal length, followed by three (3) consecutive days off, or reasonable variations thereof. If the agency determines its own needs may appropriately be met by such requested schedule, it may request approval of any such schedule under Personnel Rule 303.300. Nothing herein precludes the parties from negotiating four (4) day work week schedules in Agency or Local Supplementary Agreements. Where operational needs require four (4) day work week schedules to be changed or terminated, an affected employee shall receive fifteen (15) work day notice, when practicable, before such change occurs.

The negotiation of nine (9) day work schedules shall be appropriate for agency and/or local supplementary negotiations in those instances where supplemental agreements contain such provisions. In other instances the parties may by mutual agreement negotiate nine (9) day work schedules in agency and/or local supplementary agreements.

Section 15. Intermittent Schedules

Intermittent classifications shall be utilized only for job assignments that are characterized by periodic, irregular or seasonal scheduling.

Section 16. Section 16. Compensatory Time (RC-6, 9, 14, 28, 42, and CU500)

Overtime shall be paid in cash unless an employee requests compensatory

time off, at the rate it was earned either straight time or at the applicable overtime rate. Such request shall be considered and granted or denied at the discretion of the Employer. The employee shall make his/her choice known to the Employer not later than the end of the work week in which the overtime was earned. Where current practice does not allow employees to elect compensatory time, the employees' requests for compensatory time shall not be unreasonably denied.

If such compensatory time request is granted, it 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 Employer.

Accrued compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Notwithstanding the above, employees who schedule compensatory time off by June 30th of the fiscal year shall be allowed to use such time through August 15th of the subsequent fiscal year.

(RC-10) Compensatory time off shall be at the rate it was earned either straight or time and one-half whichever is applicable.

Section 17. Time Off

Time off for any holidays or accumulated holidays shall be counted as time worked for overtime computation.

Section 18. Overtime Scheduling (RC-6, 9 and CU-500)

Employees shall work overtime when overtime is required. In RC-6, 9, and CU-500 overtime assignments shall be made in accordance with the following procedure:

- a) "Overtime Assignment" Overtime shall be assigned by seniority in the position classifications regularly assigned to the performance of the work and by designated units, i.e., ward, program, work location, facility, etc., mutually agreed to at the facility level.
- b) "Equalization" The initial distribution of voluntary overtime will be based on seniority. After the initial distribution, it shall be distributed and equalized on a rotating basis to those employees having the least amount of overtime, regardless of whether the employee is full-time or part-time. After the initial distribution seniority prevails only in cases of ties.

An employee by written notice to the Employer may waive his/her right to be offered overtime assignments and shall not be included in the overtime rotation.

Such waiver, however, shall not exclude the employee from any possible mandatory overtime schedule. Once on waiver, an employee may not change his/her status except after a three (3) month period.

Overtime work offered but refused shall be recorded and given equal

consideration as overtime actually worked in regards to eligibility for future overtime assignments.

c) “Overtime Notification”

- (i) If the Employer has reasonable advance notice of an employee’s absence which causes a full shift overtime assignment, or if overtime is for a full shift for other reasons, such overtime assignments shall be equalized and offered among all employees in the appropriate position classification within the agreed unit.

If, after a reasonable attempt, an employee cannot be contacted for overtime, the next eligible employee shall be contacted. However, the employee by-passed shall not be credited with any hours worked.

- (ii) However, if reasonable advance notice was not forthcoming and/or overtime is for a period less than a full shift, such overtime assignment shall be equalized and offered to those employees already at work on that shift whose work schedule shall be extended by such assignment.

d) “Employees Entering Overtime Unit” When the name of an employee becomes eligible for overtime in a unit, he/she shall be credited with the average of the total hours of the group as of the effective date he/she enters a unit.

e) “Temporary Assignment Overtime” In the event an employee is temporarily assigned to a different classification for a period exceeding five (5) consecutive work days he/she shall be credited with the average number of hours of the employees in that classification in the unit on the effective date of change, for the purpose of overtime distribution.

Upon his/her return to his/her regular position classification, he/she shall be credited with his/her past number of hours plus the credited hours from his/her temporary assignment.

f) (1) “Voluntary Overtime Beyond Rotation Unit” If all employees in an equalizing group are offered overtime and refuse, then prior to forcing an employee to work such assignment, the Employer may assign such overtime to an employee, or employees not in the equalizing group who volunteered for such assignment.

The Employer is not required to solicit, offer, or use employees who volunteered for overtime prior to assigning overtime on a mandatory basis, or be bound by Section 17(b) above, with regards to the Section listed below.

If more than one (1) employee volunteers, overtime shall be distributed in the following priority:

- (i) Employees in the same classification that the work is to be performed but in a different equalization area.

- (ii) Employees in the same classification series.
- (iii) Employees in the same bargaining unit.
- (iv) Employees in a different AFSCME bargaining unit.
- (v) Employees in none of the above.

(2) “Voluntary Overtime Beyond Rotation Unit” – Department of Human Services, Division of Disability and Behavioral Health Services Only. If all employees in an equalizing group are offered overtime and refuse, then prior to forcing an employee to work such assignment, the Employer shall assign such overtime to an employee, or employees not in the equalizing group who volunteered for such assignment. At the facility level, the Union and the Employer may, by mutual agreement, opt not to initiate a voluntary overtime system beyond the rotation unit system, in which case paragraph (1), above, will apply.

Procedures for voluntary assignment beyond the rotation unit shall be a subject for facility supplementary negotiations in the Department of Human Services, Division of Disability and Behavioral Health Services only.

g) “Mandatory Overtime” The parties agree that mandatory overtime should be the exception and not the norm of the State operations and employees shall not be disciplined for refusing a mandation to work overtime hours unless such mandation occurs in unforeseen or unusual circumstances beyond the control of the Employer, including unexpected absences discovered three and one-half (3 1/2) hours prior to the beginning of the shift except that until September 30, 2024, such circumstances shall include unexpected absences discovered seven and one-half hours prior to the beginning of the shift. This procedure shall be subject to review by the parties and can be extended by mutual agreement. Prior to mandating for overtime, the employer shall exhaust all efforts to seek volunteers to work the overtime, which shall be:

- 1) Providing a volunteer sign-up sheet for mandating purposes at the employees’ respective facility for future dates;
- 2) Exhausting all volunteer lists within the Facility including, but not limited to: Full Shift Voluntary Lists; Half Shift and/or Split Shift Voluntary Lists, Mandate Relief Voluntary Lists.
- 3) The Employer shall solicit for voluntary overtime in accordance with the voluntary overtime distribution provisions in Article XII, Section 17.
- 4) The parties agree to review all supplemental agreements on mandatory overtime to ensure they are not in direct conflict with the provisions of this paragraph (Section 18. g)). Where conflicts exist between current supplemental agreements and the contractual provisions herein, these provisions shall control.

- 5) Where the Employer fails to utilize each step in a supplemental agreement and as outlined in this Article prior to mandating an employee, the employee shall not be disciplined for refusal of the mandate.
- 6) The Employer shall retain available records related to the use of mandatory overtime and provide such records to the local Union upon request and shall not be unreasonably denied.
 - a) Call-in Logs
 - b) Facility telephone call logs or telephone digital reports documenting the number called, date, time
 - c) Assignment rosters or like documents
 - d) Voluntary Overtime sign-up logs
 - e) Mandatory overtime lists
 - f) All call logs (Stateville C.C.)
 - g) Non-security personnel previously certified as Correctional Officer, Sergeant or Corrections Treatment Officer.
- 7) The mandate checklist currently used by DOC, DJJ, DHS and DVA shall continue to be used by each agency. The checklist for each person mandated shall be filled out by the supervisor issuing the mandate and shall be provided to the employee at the time of the mandate. If the need for a mandate is discovered within one (1) hour of the start of the shift, the mandate checklist will be provided to the employee as soon as practicable.
- 8) The completed mandate checklists will be placed with the shift report, assignment roster, work schedule or a like document for the shift of the mandate and provided to the local union for each shift where a mandate(s) occurs, upon request.
- 9) For facilities with more than 100 employees, if a manager is assigned to a shift with the specific duty of monitoring mandatory overtime assignments, the Union shall be informed of his or her identity. If no manager is assigned to this duty, the Employer shall so inform the Union.
- 10) For employees on extended leaves of absence (a leave more than 180 calendar days) within no reasonable expected date of return, the Employer shall assess whether to fill a vacancy in the affected position classification and the employee utilizing the leave of absence shall retain all rights in accordance with Article XXIII Section 23.

If all employees refuse a voluntary overtime assignment, mandatory overtime shall be assigned in reverse seniority order, on an assignment, not on number of hours, basis.

The least senior employee shall not be assigned the overtime each time all refuse. The first total refusal of overtime will be assigned to the least senior employee, the second refusal to the next least senior

employee and so on through the list, up through the fifteenth least senior employee, or fifty (50) percent of those in the equalizing group, whichever is less, at which time the Employer would revert back to the least senior employee again.

The above restrictions shall not be applicable, however, and mandatory overtime may be assigned on a rotating basis up the seniority list in an equalizing group if following such restrictions would cause an employee to be forced to work overtime more than once in a 30-day period.

Once an employee has been mandated to work overtime, efforts shall be made to relieve said employee as soon as operationally possible if requested by the employee. If an employee is mandated to report to work on their scheduled day off, all hours worked on the mandated shift will be paid at the rate of double time. This provision shall not apply to voluntary overtime or mandatory overtime which occurs as a continuation of the employee's regularly scheduled shift.

As a means to limit the utilization of mandatory overtime the Employer will review all mandatory and/or essential positions and will provide the results of its review to the Union.

It is agreed that in the event of disciplinary action due to refusal of a mandate, all suspensions shall be paper, with the exception of the last suspension prior to discharge. Discipline will be considered timely and progressive based on a rolling 12-month period. If the last disciplinary action is more than 12-months old, the progression will start over. Discipline for refusal of mandatory overtime shall be on a separate disciplinary track as follows:

Discipline for refusal shall be as follows

- 1st Offense – Counseling
- 2nd Offense – Oral Reprimand
- 3rd Offense – Written Reprimand
- 4th Offense – 2nd Written Reprimand
- 5th Offense – 1 day paper suspension
- 6th Offense – 3 day paper suspension
- 7th Offense – 5 day paper suspension
- 8th Offense – 7 day paper suspension
- 9th Offense – 10 day paper suspension
- 10th Offense – 15 day paper suspension
- 11th Offense – 20 day suspension (15 day paper/5 day actual)
- 12th Offense – Discharge.

Employees demonstrated to have been improperly mandated who work the mandatory overtime assignment shall not be included in the next mandate rotation for the first two (2) occurrences in a rolling 12-month period. If an employee is improperly mandated

three (3) or more times in a 12-month period the employee shall be paid double time for all hours worked on the improperly mandated shift(s).

- h) Emergencies” Employees shall not be required to work more than two (2) consecutive shifts except in very extreme emergencies and then only after a proper period of paid time for sleep and rest, nor shall employees be required to work seven (7) consecutive days (excluding RC-9 employees on rotating schedules whose regular schedule provides for working seven (7) consecutive days) except in an emergency.

This Section may be supplemented by the parties in the Supplementary Negotiations, and shall not be considered a bar to facility agreements to count voluntary overtime against the mandatory rotation.

Section 19. Overtime Information Provided to the Union

The Union, on a quarterly basis or more frequently if current practice provides, or if the parties mutually agree, shall be given a list of the overtime hours worked, the employees offered overtime, the employees directed to work overtime, the employees who worked overtime and the number of hours each employee so worked. The procedure described herein shall apply except in extraordinary situations which preclude its use.

Section 20. Supplementary Agreements

The parties shall reduce to writing what current scheduling practices prevail with respect to the length of the normal work week, starting and quitting times, days off, shifts or the rotation thereof, including Employer or employee requested temporary changes for training or seasonal reasons. Thereafter, where changes in schedules affecting bargaining unit employees are warranted by programmatic or operational need, the Employer shall notify the Union and, upon timely request, negotiate with it concerning such changes. Such negotiations shall be for ninety (90) days, at which time either party may move the matter to arbitration pursuant to the Memorandum of Understanding entitled “Special Grievances”. Nothing herein shall prohibit the parties from mutually agreeing to advance to arbitration prior to the completion of ninety (90) days.

CU-500

Current work schedules shall be reduced to writing and provided to the CU-500 Unit at the Agency/Local level. The CU-500 Unit shall receive reasonable advance notice in writing of work schedule changes, subject to the operating needs of the facility. Upon timely request, the Employer will meet and discuss such changes prior to implementation.

Employees shall not be required to work more than two (2) consecutive

shifts except in very extreme emergencies and then only after a minimum period of eight (8) hours of paid time for sleep and rest.

Disputes over such changes being made for programmatic or operational needs shall be subject to Article V (Expedited Procedure). Except in RC-10, if emergency situations so dictate, temporary work schedule changes may be implemented by the Employer pending final resolution of the dispute. Changes for reasons other than programmatic or operational needs maybe made only by mutual agreement.

Section 21. Roll-Call Pay

Correctional Officers and other employees required both to stand roll-call and remain at the facility beyond eight (8) hours per day for such roll-call shall be paid for all such time over and above their regular salary at their straight time rate. Effective July 1, 2010, Correctional Officers and other employees required both to stand roll-call and remain at the facility beyond eight (8) hours per day for such roll-call shall be paid for all such time over and above their regular salary at the applicable overtime rate. An employee required to stand roll-call shall declare that he/she receive all roll-call compensation as compensatory time or cash. Such declaration will remain in effect unless changed by the employee prior to July 1st of each subsequent fiscal year.

Section 22. Call-Back Pay

Any employee called back to any worksite or location in the field and required to work outside of his/her regularly scheduled shift or on his/her scheduled days off shall be paid a minimum of two (2) hours pay at the applicable rate. Where current practice does not allow employees to elect compensatory time employees' requests for compensatory time shall not be unreasonably denied. Work schedules will not be changed because of call-back time in order to avoid overtime or straight time pay. If the employee has been called back to take care of an emergency, the Employer shall not require the employee to work for the entire two (2) hour period by assigning the employee extra non-essential work.

Section 23. Stand-By Pay

An employee is entitled to stand-by pay if he/she is required by the Employer to be on stand-by; that is, to keep the Employer informed of his/her whereabouts on off-duty time and to be available for possible recall for work, either on a day the employee was not scheduled to work or for a period of time after completing the employee's work day. The mere use or possession of mobile communication device does not entitle an employee to stand-by pay. An employee entitled to stand-by pay under this Section shall receive four (4) hours pay at the applicable rate for each day or portion thereof of

stand-by whether required to work or not. An employee who is required by the Employer to be on standby for New Year's Day, Memorial Day, July 4th, Labor Day, Christmas or Thanksgiving Day is entitled to six (6) hours pay. Provided, however, such employee shall not receive stand-by pay if he/she was not available upon call by the Employer during such stand-by time or did not keep the Employer informed of his/her whereabouts. Where current practice does not allow employees to elect compensatory time employees' request for compensatory time shall not be unreasonably denied.

(RC-10 only) In the event the Employer initiates or seeks to initiate a Stand-by procedure (which shall be defined as a requirement to keep the Employer informed of his/her whereabouts on off-duty time and to be available for possible recall for work, either on a day the employee was not scheduled to work or for a period of time after completing the employee's work day), the parties shall negotiate the impact of such decision.

Section 24. Daylight Savings Time

Employees working during the shift when Daylight Savings Time changes to Standard Time will receive the appropriate rate of premium pay for the extra hour worked. However, when Standard Time changes to Daylight Savings Time, employees will be allowed to use accumulated benefit time, excluding sick leave, to cover the one (1) hour reduction in work time.

Section 25. Work-Related Travel

Employees that are required to travel to a work location other than their regular work location when travel is in excess of their normal commute and outside their normal work hours will be paid at the appropriate hourly rate.

ARTICLE XIII

Insurance, Pension, Employee Assistance and Indemnification

Section 1. Health Insurance

During the term of this Agreement, the Employer shall continue in effect, and the employees shall enjoy the benefits, rights and obligations of the Group Insurance Health and Life Plan applicable to all Illinois State employees pursuant to the provisions of the State Employees Group Insurance Act of 1971 as amended by P.A. 90-65 and as amended or superseded. Employee Health Care Benefits shall be as set forth in Appendix A of this Agreement.

Section 2. Managed Care Plans

In accordance with the provisions of Federal law and the regulations thereunder, if applicable, the Employer shall make available the option of membership in qualified managed care plans to employees and their eligible dependents who reside in the service area of qualified managed care plans.

Each year the Employer will send a notice to the mailing address of record of all employees informing them of the benefit choice period which shall extend for at least 30 days from the date of the notice.

The letter shall inform employees of the website(s) on which information regarding the alternative plans is available and that any individual who wants a hard copy of the information shall be provided such copy upon request.

Section 3. Employee Contributions

Pursuant to the State Employees Group Insurance Act, when an employee is in dock or suspension status which exceeds 30 calendar days per fiscal year, the employee is no longer eligible for the employer contribution and must pay 100 percent of the cost of the coverage for each applicable pay period in which non pay status occurs or must submit a completed non State-Paid Leave of Absence Waiver form. The 30-calendar day period does not reset for dock/suspension time that continues past June 30th until the employee physically returns to work. For insurance purposes, dock time is any unpaid absence from work, whether authorized (excused) or unauthorized (unexcused); whereas a suspension is any absence from work for disciplinary reasons.

At the time 20 calendar days of dock or suspension status is reached, the employee shall be notified of such in writing by their Agency and provided information regarding the rule in the Group Insurance Act regarding responsibility for employer contributions if 30 calendar days of dock or suspension status is exceeded. The employee shall be counseled on leaves of absence available under this agreement.

The employee shall be notified of their current number of calendar days in dock or suspension status at the time disciplinary action is imposed. If, at the time of discipline, it is known that the employee will exceed 30 calendar days in dock or suspension status, the employee shall be offered the non-State Paid Leave of Absence Waiver form to complete.

At the time an employee exceeds 30 calendar days of dock or suspension status, each agency shall ensure the employee is notified and provided the ability to waive coverage. Notification shall occur by certified mail within ten (10) days of the close of the pay period. Completed waivers must be returned within fifteen (15) days of the date of the notification letter to be considered timely.

In the event the employee does not return the completed waiver within the required time frame and/or fails to make the required payments during the leave period, the State may collect portions of the Employer's contributions for the period of in which the employee was coded in dock or suspension status.

If, through the grievance procedure, a suspension is reversed, an employee shall be made whole for any of the employer contributions made if

the reversal of the suspension puts the employee under 30 calendar dock or suspension days.

Days in dock or suspension status when the employee is responsible for the employer's contributions shall not be considered in the agency's review for part-time status. Any part time audits completed during 2023 will remain in effect through the 12-month period.

The parties agree that grievances over benefit recoupment shall be directly to Step 3 and shall be resolved in a fair and equitable manner.

Section 4. Pensions

During the term of this Agreement, the Employer shall continue in effect, and the employees shall enjoy the benefits, rights and obligations of the retirement program provided in the Illinois Pension Code, Illinois Compiled Statutes, Chapter 40 and as amended or superseded.

Effective January 1, 1992, the Employer shall make the employee contribution to the appropriate Retirement System for all employees in an amount equal to the coordinated rate (4% for covered employees; 5.5% for covered employees in the alternative formula), as an offset to a salary increase. The employee contributions shall be treated for all purposes in the same manner and to the same extent as employee contributions made prior to January 1, 1992, consistent with Article 14 of the Illinois Pension Code.

Effective with retirements on or after January 1, 1998, all bargaining unit members covered by the State Employees Retirement System (SERS) will receive the following pension benefits:

- 1) For coordinated SERS employees on the standard formula, a flat Formula of 1.67% of Final Average Salary (FAS) per year of service.
- 2) For non-coordinated SERS employees on the standard formula, a flat formula of 2.2% of Final Average Salary (FAS) per year of service. Effective July 1, 2000, for those employees enrolled in the SERS, with past service under the TRS as State Educators, the State will pay the cost of upgrading their past TRS service to the 2.2% TRS formula.
- 3) For employees eligible to receive a pension under the SERS Alternative Formula, a pension based on the higher of the Final Average Salary (FAS), or the rate of pay on the final day of employment.

Effective with retirements on or after January 1, 2001, all bargaining unit members covered by the SERS or TRS will receive the following pension benefits:

- 1) Employees on the SERS or TRS standard formula can retire based upon their actual years of service, without penalty for retiring under age 60, when their age and years of service add up to 85 (in increments of not less than one month). Employees eligible to

retire under this "Rule of 85" will be entitled to the same annual adjustment provisions as those employees currently eligible to retire below age 60 with 35 or more years of service.

- 2) For coordinated SERS employees on the alternative formula, a flat formula of 2.5% per year of service, based on the higher of the Final Average Salary, or the rate of pay on the final day of employment, up to a maximum of 80% of FAS.
- 3) For non-coordinated SERS employees on the alternative formula, a flat formula of 3.0% per year of service, based on the higher of the Final Average Salary(FAS), or the rate of pay on the final day of employment, up to a maximum of 80% of FAS.
- 4) Coordinated and non-coordinated SERS employees on the alternative formula will make the following additional contributions to the pension system: 1% of compensation effective January 1, 2002; 2% of compensation effective January 1, 2003; and 3% of compensation effective January 1, 2004.
- 5) SERS Educators and other employees who work an academic year and are paid only during the academic year, and not paid on a 12-month basis, shall be credited for such past and/or future service with a full year of SERS service for each academic year.

Effective January 1, 2005, employees shall make half the employee contribution to the appropriate Retirement System in an amount equal to the coordinated rate (2% for covered employees; 2.75% for covered employees in the alternative formula).

Effective January 1, 2006, employees shall make the employee contribution to the appropriate Retirement System in an amount equal to the coordinated rate (4% for covered employees; 5.5% for covered employees in the alternative formula).

Laid off employees, employees on leave for Union office pursuant to Article XXIII, Section 10, or employees who take time off for Union activities pursuant to Article VI, Section 3, shall be allowed to purchase pension credit for the period of such layoff, Union leave or time off for Union business pursuant to the guidelines set forth in the side letter on pension credits.

Section 5. Retiree Health Insurance

Retiree health care benefits shall be as set forth in Appendix B of this Agreement.

Outstanding debts to the State at the time of retirement shall not be cause for suspension or ultimately termination of retiree health benefits, so long as the individual is making a good faith effort to repay the debt.

Section 6. Employee Assistance Program

The Union shall administer an Employee Assistance Program (EAP) for

all AFSCME represented employees. Management shall refer bargaining unit employees to the PSP program administered by AFSCME. The Employer and the Union fully support the use of employee assistance programs and encourage employees to seek the confidential services of AFSCME's PSP program.

Section 7. Indemnification

- A. The parties agree that bargaining unit employees have the right to request representation and indemnification through the Illinois Attorney General's office in the event they are defendants in civil liability suits (including civil contempt) arising out of actions taken or not taken in the course of their employment as State employees. The Attorney General's office shall make the decision to represent and indemnify such employees in accordance with existing statutory provisions and authorization contained therein.
- B. In the event that a Department of Children and Family Services (DCFS) employee is subject to a Rule to Show Cause why he/she should not be held in criminal or civil contempt, DCFS shall provide and pay for representation in the following circumstances:
 - 1. The Attorney General has declined to appear and defend the action after receiving a timely request to do so; and
 - 2. DCFS, in its sole discretion, determines that the employee acted properly, and within the scope of his/her employment.

DCFS shall employ an attorney of its choice to appear and defend the employee, and shall pay the employee's court costs and attorney's fees; DCFS shall not pay any fines or other penalties that are assessed against the employee.

The employee shall be required to cooperate with the Department during the course of any litigation of any claim arising under this provision, and the representation provided shall be conditioned upon such cooperation.

If DCFS does not provide representation to an employee subject to a Rule to Show Cause why he/she should not be held in civil contempt and a court or jury subsequently finds that the act or omission of the State employee was within the scope of employment and was not intentional, willful or wanton misconduct, or the case is dismissed the employee's court costs, litigation expenses and attorneys' fees shall be reimbursed pursuant to Section 2(b) of the State Employee Indemnification Act, to the extent allowable there under, unless an employee's suspension or discharge for the same act which gave rise to the contempt proceedings is subsequently sustained.

If DCFS does not provide representation to an employee subject to a Rule to Show Cause why he/she should not be held in criminal contempt and a court or jury subsequently finds the employee not guilty and finds that the act or omission of the State employee was within the scope of

employment and was not intentional, willful or wanton misconduct, or the case is dismissed DCFS shall reimburse the employee's court costs, litigation expenses and attorneys' fees to the extent approved by DCFS as reasonable, and to the extent such costs are not otherwise reimbursable pursuant to the State Employee Indemnification Act, unless an employee's suspension or discharge for the same act which gave rise to the contempt proceedings is subsequently sustained.

ARTICLE XIV

Temporary Assignment

Section 1. Temporary Assignment

The Employer may, within the provisions of this Article, temporarily assign an employee to perform the duties of another position classification. The Employer will attempt to assign temporary assignment to the employees in the next lower classification in the series in which the temporary assignment occurs and to equitably distribute such assignments on a rotating basis giving due consideration to seniority and the operating needs of the agencies. Rotation systems mutually agreed to in local level agency supplemental negotiations shall continue. The time limits contained herein shall apply when an employee performs the duties and/or is held accountable for responsibilities not considered a normal part of his/her regular position classification whether or not those duties are those which distinguish a higher level position classification; however, to be eligible for temporary assignment pay the employee must be directed to perform duties or the duty which distinguish the higher level position classification and/or be held accountable for the responsibility of a higher level position classification.

The mere absence of an employee does not automatically entitle another employee to temporary assignment pay unless the employee otherwise qualifies for such pay under the criteria established in this Article.

For Public Service Administrators temporarily assigned to non-bargaining unit positions (excluding RC-6 and RC-9) the time frames set forth in Section 3 shall not apply, but in no event shall exceed nine (9) months, unless mutually agreed otherwise.

Section 2. Payment

An employee temporarily assigned to a position classification in an equal or lower pay grade than his/her permanent position classification shall be paid his/her proper permanent position classification rate. If the employee is temporarily assigned to a position classification having a higher pay grade than his/her permanent position classification, the employee shall be paid as if he/she had received a promotion into such higher pay grade under Article XXXII, Section 2 of this Agreement, subject to Section 4 below. Employees

shall not receive temporary assignment pay for paid days off except if the employee is given such assignment for thirty (30) continuous or more days and such days off fall within such period of time and the employee works 75% of the time of the temporary assignment.

Employees who are bi-lingual or have the ability to use Braille and whose job descriptions do not require that they do so shall be paid temporary assignment pay pursuant to this Article and at the rate provided in Article XXXII, Section 10 of this Agreement when required by the Employer to perform duties requiring such abilities.

Section 3. Time Limits

The time limits for temporarily filling a position classification will be as listed in this Section and in terms of work days or calendar months. The time limit herein may be extended by mutual agreement of the parties.

- a) While the Employer posts and fills a job vacancy for a period of ninety (90) days from the date of posting.
- b) While an absent regular incumbent is utilizing sick leave, or accumulated time (vacation, holidays, personal days).
- c) Up to thirty (30) work days in a six (6) calendar month period while a regular incumbent is on disciplinary suspension or layoff.
- d) While a regular incumbent is attending required training classes.
- e) Up to six (6) months while a regular incumbent is on any illness or injury, Union or jury leave of absence. Extension of said time limit shall not be unreasonably denied.
- f) Up to ninety (90) work days in a twelve (12) month period for other leaves, or where there is temporary change in work load, or other reasonable workrelated circumstances. Extension of said time limit shall not be unreasonably denied.

Section 4. Payments Due

For temporary assignment except those to relieve an employee for a rest period(s) or a meal period, the Employer shall pay the employee the higher rate as set forth in Section 2 above for the full time of such assignment(s). For the purpose of calculation, any temporary assignment of less than one-half day shall be considered one-half day and any temporary assignment of more than one-half but less than a full day shall be considered a full day.

The Employer shall not split duties or rotate or reassign other employees to any specific temporary assignment in order to circumvent the payment provisions of this Agreement.

Section 5. Detailing

The Employer reserves the right to detail bargaining unit employees subject to the following understandings.

- a) Detailing is a temporary transfer of an employee to a work assignment within his/her position classification geographically removed from the employee's normal work site. Upon written request by the Union, the Employer shall provide job descriptions for positions being filled through detailing.
- b) Employees shall not be detailed for more than six (6) work weeks in four (4) calendar months, unless otherwise agreed; provided that such limitation shall not apply where there are abrupt and short term increases in unemployment or welfare caseloads, employees in training, disaster, or other extraordinary circumstances beyond the Employer's control. A position shall not be filled by detailing for more than fifteen (15) work weeks. The Union will agree to reasonable extensions where operational needs so dictate. Management reserves the right to make temporary assignments to detailed employees.
- c) Details shall be offered to qualified employees in the order of seniority. If there are no volunteers, detailing shall be rotated among qualified employees in inverse seniority order. ***(RC-10 only)*** *Subject to the demonstrable operating needs of the Agency, details shall be offered to qualified employees in the order of seniority. If there are no volunteers, detailing shall be rotated among qualified employees in inverse seniority order.*
- d) The Employer will attempt to avoid detailing when an assignment will cause an undue hardship on an employee.

Section 6. Return to Permanent Assignment

When an employee returns from a temporary assignment, he/she shall be allowed reasonable time to catch up, check and integrate the work of his/her regular assignment.

Section 7. Criteria for Promotion

It is not the Employer's intention to use temporary assignment to favor or specially qualify certain employees for future promotional opportunity. However, time in temporary assignment, if included on the applicant profile, shall be given appropriate consideration by the Department of Central Management Services. Employees may include time in temporary assignment in the "Work History" section of the applicant profile. The Employer shall provide specific instructions for employees on where to list temporary assignment on their applicant profile. No later than December 31, 2023, the applicant profile shall include a specific section for listing temporary assignment.

If the employee who has been temporarily assigned is selected for the posted vacancy, the employee shall have his/her creditable service date

adjusted to reflect the first date on which he/she was temporarily assigned without interruption, regardless of the length of the temporary assignment. This creditable service date shall be used to determine the employee's rate of pay consistent with Article XXXII, Section 2. Such uninterrupted time in a temporary assignment shall be credited in determining semi-automatic promotions, if such employee has successfully performed the duty or duties which distinguish the position to which the employee has been temporarily assigned.

Employees serving a promotional probationary period in the promoted position shall not be excluded from the priority order of filling vacancies in Article XIX Section 5 if the duration of the temporary assignment without interruption was at least four (4) months and such assignment immediately preceded the promotional bid to the employee's current position.

Section 8. Indefinite Assignments

Temporary job assignment changes within the employee's same position classification shall be limited to one hundred fifty (150) working days.

Section 9. Use of Benefit Time (CU-500 Only)

Except in emergency situations, the Employer shall not cancel use of approved benefit time in order to cover vacancies in other position classifications.

ARTICLE XV Upward Mobility Program

Section 1. Goals and Priorities

The State of Illinois and AFSCME are committed to improving career advancement opportunities for employees in classifications listed in Schedule A. It is the goal of the State to provide employees with training and promotional opportunities through the Upward Mobility Program. Employees participating in the Upward Mobility Program will continue to be afforded their rights under the program.

In the interest of enhancing the ability of employees to qualify for positions targeted in the Upward Mobility Program, the State and AFSCME will: (a) initiate and/or identify training programs to allow career paths; (b) contract for or provide course offerings that satisfy the requirements necessary for career movement; (c) offer prior learning assessment services to assure proper credit to employees for the skills and knowledge they have attained; and (d) publicize, counsel and otherwise encourage employees to pursue career opportunities within the program. Further, the parties agree to seek college credit or continuing education units for courses offered through the Upward Mobility Program.

In order to assist the State in achieving the goals set forth above, an Advisory Committee comprised of an equal number of representatives from the Union and the Employer shall oversee the Program. The Committee's mission shall be to develop recommendations regarding which position classifications are appropriate for training programs contemplated in paragraph 2, to identify the publicity and counseling efforts necessary for implementation, and to identify the providers of services in (a), (b), (c) and (d) above. Targeted position classifications may be within any existing AFSCME bargaining unit or may be classifications which represent a bridge to career advancement outside any AFSCME bargaining unit for AFSCME bargaining unit employees.

Section 2. Financing

For each fiscal year covered by this agreement, the annual allocation shall be 5 million dollars.

The Upward Mobility Program funds shall be disbursed for the purpose of establishing and implementing training initiatives as outlined in Section 1. It is understood by both the State and Union that the Upward Mobility Program is designed to supplement existing agency training and development programs.

Section 3. Courses of Instruction

- A. Employees who have completed a counseling program and filed an individual career development plan for a targeted classification shall be entitled to pre-paid tuition (subject to Paragraph B, below) for any approved courses provided at the local educational institutions.
- B. Courses and training programs offered under the auspices of the Upward Mobility Program shall be available at no charge to employees participating in the program subject to the availability of funds and the policy guidelines established by the Committee.
- C. Certified employees who apply to the Upward Mobility Program and are not accepted due to availability of funds shall be placed on a waiting list. Upon application, the employees on the waiting list shall be permitted to take a test or be evaluated for an Upward Mobility Program targeted title pursuant to guidelines established by the Advisory Committee. Employees successfully completing the test or evaluation shall be granted certificates and be eligible to submit an application through the employee internal portal and exercise bid rights for vacant positions in accordance with Article XV, Section 8. Employees not passing the test or an evaluation shall remain on the waiting list for entrance into the program.

An evaluation may include, but not limited to, testing, education review, experience review, licensure certification, or qualified training programs. Employees that work shifts other than day shift, who request in advance and receive prior approval, will be allowed up to two (2) hours of paid time off two times every six months to take Upward Mobility Tests, unless such time would substantially interfere with the operating needs of the Agency. Current time off practice for day shift employees shall remain.

Section 4. Certificates

Once a certificate of completion or equivalent is issued for skills associated with targeted positions under this program, employees shall be eligible to submit an application through the employee internal portal and exercise bid rights for vacant positions in accordance with Article XV, Section 8 Subject to Article XVIII, Section 2 and Article XIX, Section 5 work location priorities, the most senior employee submitting an application from the agency in which the vacancy occurs shall be selected for the position. If no employee from the agency submits an application, the most senior employee from all other agencies in the pool of submitted applicants shall be selected for the position. The Director of Central Management Services, with the advice and consent of the Advisory Committee, shall designate the classifications for which a certificate and/or a credential shall be issued. The Advisory Committee shall review the requirements (credit-hours, proficiency tests, and electives) for such certificates. The certification programs must meet necessary educational standards for accreditation. In order to receive credit for previously obtained numerical rankings for the position to which they have applied, employees shall be responsible for including such information on their candidate profile. The employee's certificate of completion or equivalent, for the UMP position shall remain unless there are changes to the position classification.

Section 5. Availability of Training

Subject to guidelines adopted by the Director of Central Management Services, with the advice and consultation of the Advisory Committee, participation in training programs will be available on a first come first served basis. Policies granting time off for courses shall be similarly established, to supplement existing agency policies.

The Advisory Committee will seek to increase accessibility by obtaining providers in various areas of the State.

Section 6. Impact on Bargaining Units

It is expressly understood that for the purposes of this program, including the selection of employees for certificated positions, the limits and distinctions between AFSCME bargaining units are hereby waived.

Section 7. Job Opportunity Information

In order to maximize employee awareness of all job opportunities, the Department of Central Management Services shall maintain a computerized central listing of all available job openings referenced in Section 1 of this Article in agencies subject to the Personnel Code and shall seek to ensure ready access to such information for all employees.

Section 8. Filling of Vacancies

- 1) All permanent vacancies of titles included in the Upward Mobility Program subject to the AFSCME Collective Bargaining Agreement shall be posted pursuant to the contractual procedures as delineated in Article XIX, Sections 1 and 2. Such postings shall indicate that the title is an UMP target title. If the targeted title is a dual or credential title, the internal posting shall also include a link to provide current UMP participants information on the UMP evaluation process for a dual or credential title. The Employer shall supply such link no later than September 30, 2023.
- 2) Employees interested in a position must bid by submitting an application via the employee internal portal in accordance with agency work location designations as delineated in Article XIX, Section 5 and specific agency Supplemental Agreements.
- 3) Vacancies for promotion to certificate titles will be filled in accordance with Article XV, Section 4. Such selection shall be in the following order of priority:
 - a) Agency bidders that submit an application via the employee internal portal within the work location or facility, whichever is applicable. Employees with a certificate shall be considered and selected on the same basis as other qualified and eligible bidders (pursuant to Article XIX) in the next lower position classification within the position classification series from the bargaining unit in which the vacancy occurs.
 - b) Agency bidders that submit an application via the employee internal portal within the same county as the work location or facility with a certificate unless the supplemental agreement provides otherwise.
 - c) Agency employees participating in the Upward Mobility Program are not eligible to bid under Sections 4a and 4b.
 - d) Employees from other agencies with a certificate in the Upward Mobility Program that submit applications via the employee internal portal.
 - e) If no Upward Mobility Program employees have submitted an application via the employee internal portal, such vacancies shall be filled in accordance with Article XIX. Selection among

eligible employees shall be in accordance with Article XVIII, Section 2. Seniority for targeted positions in bargaining units covered by this agreement shall be determined based upon the definition of seniority for the bargaining unit of the targeted title for agency employees. Seniority for employees of other agencies shall be their continuous service date. Selection among candidates for positions outside a bargaining unit covered by this agreement shall be in accordance with Article XVIII, Section 2(b).

- 4) Filling of vacancies for non-bargaining unit titles shall be filled by employees participating in the Upward Mobility Program who submit an application via the employee internal portal, first from the agency and then from other agencies in accordance with seniority as applied in Article XVIII, Section 2(b).
- 5) Filling of vacancies of credential titles will be filled in accordance with Article XV, Section 4. Such selection shall be in the following order of priority:
 - a) Credentialed employees who submit an application via the internal employee portal for a position within their current bargaining unit, or who are bidding on a position to which they have contractual rights shall be considered and selected on the same basis as other qualified and eligible bidders who are not credentialed employees.
 - b) Credentialed employees who submit an application via the employee internal portal for a position to which they otherwise have no contractual rights, shall be selected before the Employer selects any other applicant who has no contractual rights.

Selection among eligible employees shall be in accordance with Article XVIII, Section 2. Seniority for targeted positions in bargaining units covered by this agreement shall be determined based upon the definition of seniority for the bargaining unit of the targeted title. Selection among candidates for positions outside a bargaining unit covered by this agreement shall be in accordance with Article XVIII, Section 2(b). For purposes of seniority, for CU-500 titles, RC-6 seniority shall apply.

For the purpose of this Section only, trainee positions which are credential titles shall be considered as part of the same bargaining unit and classification series as the target position for which the trainee title was established.

- 6) The employing agency will be responsible for handling waivers of offers of vacancies by eligible employees. A written waiver is required unless the employee refuses to submit such a waiver. In

such cases, evidence that the offer was made and refused, i.e., a certified letter, shall suffice.

An employee may waive his/her right to be considered for positions in an agency(ies); on a shift; in a particular work location(s) or to a particular position.

Section 9. Upward Mobility Program Policies

Policies of the Upward Mobility Program may be developed, implemented, changed and/or terminated by mutual agreement of the parties subject to Article XXXIV of this Agreement. All policies shall be consistent with this Article XV. UMP Policy Guidelines shall be posted on the UMP Link of the CMS Website.

Section 10. Work Commitment

All employees who target a credential title after July 1, 1994, and receive tuition toward a credential title must fulfill a work commitment of two (2) years in State service from the completion of the most recent course taken as part of a degree program. Any such employees who voluntarily leave State employment prior to fulfilling this commitment, will be responsible at the time of State separation to reimburse the State for tuition and fees paid toward the credential title.

For employees who targeted a credential title prior to July 1, 1994, and are currently working toward that title, the Upward Mobility Program may, upon appeal within each fiscal year and contingent upon available funding, pay full-time tuition and approved fees if the employees agree in writing to work two (2) years for the State of Illinois following the completion of their degrees or the most recent course taken as part of their degree programs. Any such employees who voluntarily leave State employment prior to fulfilling this commitment, will be responsible at the time of State separation for repaying the program any amounts paid above normal program benefits.

The amount of reimbursement will be prorated on a monthly basis relative to the extent the work commitment is fulfilled. An annual interest rate of 7% will be charged to the amount owed to the State of Illinois beginning 30 days after notification of repayment. The State of Illinois can withhold funds, including, but not limited to, retirement distribution and tax refunds, if payment is not made and will refer seriously past due accounts to a private collection agency.

The Upward Mobility Advisory Committee will determine if payback is required for employees who separate for such reasons as health, layoff, discharge and resignation no reinstatement rights.

Section 11. Retraining

Employees on layoff status can continue or begin participation in the

Upward Mobility Program including being granted an appropriate certificate or credential; and filling the relevant vacancy if they would otherwise be considered qualified and eligible, who indicate interest via the electronic hiring system.

Any eligible employee who does not respond to or accept a written notice to be recalled to the same or equal position classification he/she was laid off from, in a county he/she designated, shall not be allowed to continue participation in the Upward Mobility Program beyond the courses enrolled in at the time the recall notice is issued.

ARTICLE XVI

Demotions

Section 1. Definition and Procedure

Demotion is assignment of an employee to a vacant position in a position classification having a lower maximum permissible salary or rate than the class from which the demotion was made. It shall be implemented only for inability to perform the work of the classification.

An operating agency may initiate demotion of an employee by filing a written statement of reasons for demotion with the Director of Central Management Services in the form and manner prescribed. Such written statement shall be signed by the head of the operating agency, and shall contain sufficient facts to show just cause for the demotion. No demotion shall become effective without the prior approval of the Director who shall take into consideration the employee's education, experience, length of service, and past performance.

Vacancies filled by master bargaining unit and/or CU-500 employees as a result of demotion shall not be considered permanent vacancies for the purpose of Article XIX or subject to the posting requirements of Article XIX, Section 2 from the time the employee receives official notice of his/her demotion until the effective date of same.

Section 2. Notification

If the statement of reasons for demotion of an employee is approved by the Director, a copy of the approved statement of reasons for demotion shall be served on the employee by the Director in person or by certified mail, return receipt requested, at the employee's last address appearing in the personnel file and the Union shall also be notified. The effective date shall be no earlier than two (2) weeks after the employee is notified.

Section 3. Employee Obligations

Upon the effective date, the employee shall report for duty to the position to which demoted and such report shall be without prejudice to grieve.

Section 4. Salary and Other Benefits of Employee

On the effective date of the demotion, the salary of such employee shall be adjusted to that step of the new classification pay schedule nearest to but less than his/her current rate of pay.

Section 5. Status of Demoted Employees

A demoted certified employee shall be certified in the position classification to which demoted, and shall not be required to serve a new probationary period; a demoted probationary employee shall serve a new probationary period in the position classification to which he/she is demoted.

ARTICLE XVII

Records and Forms

Section 1. Attendance Records

The Employer shall maintain accurate, daily attendance records. An employee shall have the right to review his/her time and pay records on file with the Employer.

Section 2. Records

All public records of the Employer shall be available for inspection upon written request by the Union.

Section 3. Undated Forms

No supervisor or other person in a position of authority shall demand or request that an employee sign an undated resignation or any blank form. No employee shall be required to sign such a form. Any such demand shall entitle the employee to immediate appeal to the Director.

Section 4. Incomplete Forms

Any information placed on a form or any modification or alteration of existing information made on a form subsequent to it having been signed by an employee shall be null and void insofar as it may affect the employee, the employee's position or condition of employment. Any employee required to sign any form prepared pursuant to this Agreement shall be given a copy of it at the time the employee's signature is affixed.

ARTICLE XVIII

Seniority

Section 1. Definition

Seniority for RC-6 and 9 shall, for the purposes stated in this Agreement, consist of the length of continuous service of an employee with their

department in an AFSCME bargaining unit(s), except when a previously excluded position enters a bargaining unit pursuant to labor board procedures, seniority for an employee in that position shall consist of the employee's total length of service with their department. An employee who takes a position outside the bargaining unit and subsequently returns to the bargaining unit during the probationary period shall have his/her previous seniority date restored.

Seniority for RC-10, 14, 28, 42, 62 and 63 shall, for the purposes stated in this Agreement, consist of an employee's length of continuous service in an AFSCME bargaining unit(s), except when a previously excluded position enters a bargaining unit pursuant to labor board procedures, seniority for an employee in that position shall consist of the employee's total length of service, with all Agencies, Boards, or Commissions under the jurisdiction of the Governor since his/her most recent date of hire with the Employer, as defined herein. An employee who takes a position outside the bargaining unit and subsequently returns to the bargaining unit during the probationary period shall have his/her previous seniority date restored.

Seniority for CU-500 shall, for the purpose of layoff and recall, consist of the length of continuous service of an employee with their department in an AFSCME-represented unit(s). Seniority for all other purposes shall be the continuous length of service in the affected employee's classification, except that employees employed in the CU-500 bargaining unit as of July 1, 1989, shall have his/her length of service prior to July 1, 1989, whether continuous or not, in his/her affected classification counted toward his/her seniority, provided that such employee has had continuous service in the department in an AFSCME-represented unit(s) after July 1, 1989. When a previously excluded position enters the bargaining unit pursuant to Labor Board procedures, seniority for an employee in that position shall consist of the employee's total length of service with the Department for the purposes stated in this Agreement.

Employees who transfer from Youth Supervisor IV to Lieutenant or vice versa pursuant to the procedures set forth in Article XVII shall not have the continuous service length of service in their classification broken by such transfer.

For layoff purposes only, if it becomes necessary to break the tie of two or more employees within an agency in RC-10, 14, 28, 42, 62, or 63 such tie-breaking shall be by lottery.

Specific procedures shall be negotiated in the Agency Supplementary Agreements. Procedures in RC-6, 9 and CU-500 and other established practices, shall remain as set forth in the applicable Supplementary Agreements or as established by practice.

Section 2. Application

- a) For employees in the RC-6, 9, 10, and CU-500 bargaining units, in all applications for seniority under this Agreement the ability of the employee shall mean the qualifications and ability (including physical fitness) of an employee to perform the required work. Where ability and qualifications to perform the required work are, among the employees concerned, relatively equal, seniority as defined in Section 1 above shall govern.
- b) For employees in the RC-14, 28 (except for Site Technicians I and II), 62, and 63 bargaining units in cases of promotion, layoffs, transfers, shift and job assignments, seniority shall prevail unless a less senior employee has demonstrably superior skill and ability to perform the work required in the position classification. Non-merit factors unrelated to work performance shall not be considered.
- c) For employees in the RC-42 bargaining unit and Site Technicians I and II, in cases of promotions, layoffs, transfers, and shift assignments, seniority shall prevail unless a less senior employee has demonstrably superior skill and ability to perform the work required in the position classification. Non-merit factors unrelated to work performance shall not be considered.
- d) All numerical rankings between 90-100 shall be treated as equally qualified; the same shall apply to numerical rankings between 80-89 and 70-79.

The Employer reserves the right to establish bona fide requirements of specialized skills, training, experience and other necessary qualifications that have been set forth in the official position description as provided to the previous incumbent employee and/or the Union or listed as official options in the job specifications at the time of posting or layoff proposal.

Such requirements on the official position description as provided to the previous incumbent employee and/or the Union shall relate to permanent job functions of such a nature that could not be learned during the normal orientation period associated with the filling of a vacant position in that position classification.

The Employer agrees to notify the Union at the time of changing current specialized requirements or establishing specialized requirements, for informational purposes only.

The parties agree that positions in all RC-63 classifications and in certain classifications in RC-62 may be subject to the provisions of this Section. RC-62 classifications which the parties contemplate may include positions subject to these provisions are identified by a footnote in Schedule A.

The Employer shall notify the Union of any additional classification(s) it believes may include positions which should be subject to this Section and will negotiate over the necessity for such additional classification(s).

Should the parties fail to agree, and the Employer implements the specialized requirements, the Union may grieve the dispute directly to Step 4.

Section 3. Termination

Seniority shall be terminated when an employee:

- a) Voluntarily resigns, provided that he/she is not re-employed within four (4) calendar days;
- b) Is discharged provided that should the Employer be later found to have acted inappropriately and the employee is returned to his/her position, his/her seniority shall be reinstated;
- c) Fails to report to work after layoff within five (5) days after he/she has been notified to report to work, unless the employee provides good cause for not so reporting. Such notification shall be sent to the employee's last address as recorded in the employee's official personnel file; and
- d) Is laid off for a period of four (4) years.

Section 4. Re-Employment

Employees re-employed after termination of employment for any of the reasons in Section 3 shall be considered new probationary employees; except that this Section shall not affect such re-employed employee's right to prior State service credit for vacation entitlement, as provided in Article X, Section 3, or retirement rights, or sick leave rights as provided in Personnel Rule 303.105.

Section 5. Seniority of CETA Participants

Seniority and continuous service of CETA participants is effective back to the original date of hire. The parties recognize that the federal Comprehensive Employment and Training Act and regulations regarding maintenance-of-effort have the full force of law to the effect that in case of a layoff resulting from the termination of a CETA project or slots, CETA participants must be laid off prior to regular employees.

Accordingly, seniority of CETA participants accrues for all purposes from the date of hire, except for the purpose of the layoff procedure. Upon transition into unsubsidized employment, full seniority is extended for that purpose as well.

Section 6. Certain Seniority Dates

Seniority dates for RC-14, 28, 62 and 63 employees who had, on July 22, 1977, a continuous service date for vacation purposes reflecting time prior to an interruption in service pursuant to Personnel Rule 303.250 and Article X, Section 1 of the 1977-79 contracts, shall be retained.

Section 7. Seniority of AFSCME Represented Employees Converted to State Employment

Employees converted to positions under the jurisdiction of this Agreement from an AFSCME represented bargaining unit not under the jurisdiction of this Agreement, shall be credited with seniority as if the employees had been state employees during their period of continuous employment prior to being converted.

ARTICLE XIX Filling of Vacancies

Section 1. Definition of a Permanent Vacancy

For the purposes of this Article a permanent vacancy is created:

- a) When the Employer determines to increase the work force and to fill the new position(s).
- b) When any of the following personnel transactions take place and the Employer determines to replace the previous incumbent: terminations, transfers, promotions, demotions, and related transactions.
- c) Vacancies filled by bargaining unit employees as a result of demotion or voluntary reduction in lieu of layoff, pursuant to a layoff plan, shall not be considered permanent vacancies for the purpose of this Article or subject to the posting requirements of Section 2 of this Article from the time the agency notifies the Union of layoff pursuant to Article XX, Layoff, or the employee receives official notice of his/her demotion until the effective date of same.

A CU-500 employee who is subject to layoff shall only be offered a vacancy if there are no master bargaining unit employees subject to layoff who exercise their right to such position pursuant to Article XX.

The Union shall receive prior notification of employees who take a transfer or voluntary reduction to avoid layoff.

No vacancy shall be filled in this manner if there are employees on layoff or subject to layoff who have contractual rights to such position.

- d) Vacant positions shall not be considered permanent vacancies for posting purposes in the Agency in which a layoff plan has been established from the time of establishment until the time the layoff plan has been implemented.

A non-AFSCME bargaining unit employee who is demoted or takes a voluntary reduction in lieu of layoff pursuant to the layoff plan, shall only be offered a vacant position if there are no master bargaining unit employees who choose to exercise their contractual rights to such position after a five (5) work day posting period.

Section 2. Posting

A. RC-6, 9, 14, 28 (except Site Technicians I and II), and CU- 500

Permanent vacancies shall be posted for bid on the Employer's and other appropriate bulletin boards at those work locations where employees do not have daily access to the electronic postings and other locations identified by the parties. Postings shall also be made available on electronic bulletin boards (where they exist). Postings shall be for a period of not less than ten (10) working days but not more than twenty (20) working days unless otherwise mutually agreed by the parties. Once a vacancy is posted and employees have submitted bids for the position, the vacancy will not be posted again for a period of ninety (90) days unless all of the original bidders decline the position. Posting in RC-6, 9, and CU-500 shall be at the facility, and for RC-14 and 28 at all work locations of the agency in the county where the vacancy occurs for a period of not less than ten (10) working days, but not more than twenty (20) working days unless otherwise mutually agreed by the parties except that in Cook County in agencies other than the Department of Employment Security, posting shall be by agency region or area, where applicable. The posting procedure may be modified if mutually agreed by the parties on an agency basis.

The Employer will also maintain all job openings in classifications which are listed in Schedule A, in the central list provided for under Article XV, Section 7.

Any bargaining unit employee may bid on a position; however, they must be deemed qualified and eligible in order to be considered for selection. An employee on leave of absence (except those on Parental Leaves as defined in Article XXIII, Section 27) is not considered eligible unless, upon acceptance of the position, the employee is able to commence performing the duties within ten (10) working days of being offered the position. The bid notice shall state the position classification, the shift, days off (or rotating days off where such exist), the work location and assignment, and the rate of pay for such job. It is understood that the shift, work location or job assignment may be subject to change as a result of the exercise of shift or job assignment preference. The exercise of a shift or job assignment preference does not necessitate reposting unless provided by current agency practice.

Permanent vacancies shall be filled by the application of the provisions of this Article and Article XVIII in the following order of priority:

- a) Job Assignment and shift preference (Job Assignment not applicable in RC-6 and CU-500.
- b) Recall or transfer on layoff.
- c) Intra- and Inter-Agency Transfer on Recall - An employee with recall ability shall have the right to transfer to a permanent vacancy in any bargaining unit in the same position classification or other position classification for which he/she is qualified in

the employing agency and other agencies. The employee is responsible for applying for and/or identifying available vacancies by the close of the posting period for the position(s). Any successful bidder shall no longer have recall abilities unless the position results in a loss of pay. It is understood by the parties that promotion is not an option under this provision.

- d) Promotion and voluntary reduction (promotion not applicable in CU-500).
- e) Transfer (except for RC-6, 9 and CU-500 unless agency supplemental agreement permits).

B. RC-10, 62 and 63

Permanent vacancies shall be posted for bid on the Employer's and other appropriate bulletin boards at those work locations where employees do not have daily access to the electronic postings and other locations identified by the parties. Postings shall also be made available on electronic bulletin boards (where they exist). Postings shall be for a period of not less than ten (10) working days but not more than twenty (20) working days unless otherwise mutually agreed by the parties. Posting shall be at all work locations of the agency in the county where the vacancy occurs for a period of not less than (10) working days, but not more than twenty (20) working days unless otherwise mutually agreed by the parties except that in Cook County in agencies other than the Department of Employment Security, posting shall be by agency, region or area, where applicable. Once a vacancy is posted and employees have submitted bids for the position, the vacancy will not be posted again for a period of 90 days unless all of the original bidders decline the position. The posting procedure may be modified if mutually agreed by the parties on an agency basis.

The Employer will also maintain all job openings in classifications which are listed in Schedule A, in the central list provided for under Article XV, Section 7.

Any bargaining unit employee may bid on a position; however, they must be deemed qualified and eligible in order to be considered for selection. An employee on leave of absence (except those on Parental leaves as defined in Article XXIII, Section 27) is not considered eligible unless, upon acceptance of the position, the employee is able to commence performing the duties within ten (10) working days of being offered the position. The Employer reserves the right to post by option and to require bona fide specialized skills, training, experience or other necessary qualifications as set forth in the approved official position description as provided to the previous incumbent employee and/or the Union or in the job specification. The bid notice shall state the position classification, any specialized skills, training, experience or necessary qualifications, the shift, days off (or rotating days off where such exist), the work location and assignment and the rate of pay for such job. It

is understood that the shift, work location or job assignment may be subject to change as a result of the exercise of shift or job assignment preference. The exercise of a shift or job assignment preference does not necessitate reposting.

Such requirements on the official position description as provided to the previous incumbent employee and/or the Union shall relate to permanent job functions of a nature that could not be learned during the normal orientation period associated with the filling of a vacant position in that position classification.

The parties agree that positions in all RC-10 and RC-63 classifications and in certain classifications in RC-62 may be subject to the provisions of this Section. RC-62 classifications which the parties contemplate may include positions subject to these provisions as identified by a footnote in Schedule A.

The Employer shall notify the Union of any additional classification(s) it believes may include positions which should be subject to this Section, and will negotiate over the necessity for such additional classification(s). Should the parties fail to agree, and the Employer implements the specialized requirements, the Union may grieve the dispute directly to Step 4.

Permanent vacancies shall be filled by the application of the provisions of this Article and Article XVIII in the following order of priority:

- a) Job assignment and shift preference
- b) Recall or transfer on layoff
- c) Intra- and Inter-Agency Transfer on Recall – An employee with recall ability shall have the right to transfer to a permanent vacancy in any bargaining unit in the same position classification or other position classification for which he/she is qualified in the employing agency and other agencies. The employee is responsible for applying for available vacancies by the close of the posting period for the position(s). Any successful bidder shall no longer have recall abilities unless the position results in a loss of pay. It is understood by the parties that promotion is not an option under this provision.
- d) Promotion, voluntary reduction and employees in parallel pay grades
- e) Transfer

C. RC-42 and Site Technicians I and II

Intermittent titles are excluded from the posting process. Permanent vacancies shall be posted for bid on the Employer's and other appropriate bulletin boards at those locations where employees do not have daily access to the electronic postings and other locations identified by the parties. Postings shall also be made available on electronic bulletin boards (where they exist). Postings shall be for a period of not less than ten (10) working days but not more than twenty (20) working days unless otherwise mutually agreed by the parties. Once a vacancy is posted and employees have submitted bids

for the position, the vacancy will not be posted again for a period of 90 days unless all of the original bidders decline the position. Posting shall be at all work locations of the agency in the county where the vacancy occurs. In the Department of Natural Resources it shall be by region for the title of those Site Technician II's assigned to the Regional Hot Shot Crews. Any bargaining unit employee may bid on a position; however, they must be deemed qualified and eligible in order to be considered for selection.

An employee on leave of absence (except those on Parental Leave in accordance with Article XXIII, Section 27) is not considered eligible unless, upon acceptance of the position, the employee is able to commence performing the duties within ten (10) working days of being offered the position. The bid notice shall state the position classification, the shift, days off (or rotating days off where such exist), the work location and the rate of pay for such job.

The Employer will also maintain all job openings in classifications which are listed in Schedule A, in the central list provided for under Article XV, Section 7.

Permanent vacancies shall be filled by the application of the provisions of this Article and Article XVIII in the following order of priority:

- a) Shift preference at the work site (prior to posting an employee may file a shift request form with the work site supervisor for the purpose of changing shifts in the event of a vacancy. Such request shall be granted pursuant to Article XVIII, and seniority permitting and the resulting vacancy shall be posted forbidding. Employees may not exercise their rights under this provision more than once every six months).
- b) Recall or transfer on layoff.
- c) Intra- and Inter-Agency Transfer on Recall – An employee with recall ability shall have the right to transfer to a permanent vacancy in any bargaining unit in the same position classification or other position classification for which he/she is qualified in the employing agency and other agencies. The employee is responsible for applying for available vacancies by the close of the posting period for the position(s).

Any successful bidder shall no longer have recall abilities unless the position results in a loss of pay. It is understood by the parties that promotion is not an option under this provision.

- d) Promotion and voluntary reduction.
- e) Transfer.

D. All Units – Trainee Positions

The Employer may post vacancies for Trainee titles in accordance with Article XIX, Section 2. Prior to placing trainees who have satisfactorily completed the training, the Employer shall first post the vacancy for the

targeted title. If there are no qualified bidders, the Employer may place a trainee who has satisfactorily completed the training requirements in the targeted position covered by a bargaining unit and such placement shall occur without further posting.

If there are no qualified bidders, the Employer may place a trainee who has satisfactorily completed the training requirements into the targeted position and such placement shall occur without further posting, if the targeted position has the same assignment, days off, and shift as originally posted. If not, the position shall be posted for job assignment purposes only.

E. Job Assignment/Recall

When vacancies are posted for job assignment and recall exists, such positions shall be posted for a period of five (5) working days.

F. Acceptance of Position

Any bidder who has been selected for a vacancy must make known his/her acceptance within two (2) working days (three (3) working days for CU-500) of receiving notice of his/her selection and subject to the operating needs of the employing agency, shall be placed in the position within forty-five (45) days. If such placement does not occur within forty-five (45) days of the formal acceptance, the Agency shall provide justification to the Union and the employee. Failure to accept the position within said time limit shall constitute a waiver of the position.

The parties shall establish a committee comprised of representatives from Central Management Services and AFSCME Council 31 to discuss those agencies whose operational needs impede their ability to place selected candidates into positions within forty-five (45) days of formal acceptance and develop strategies to address this delay.

G. Pre-Selection Background Checks and Drug Testing

The parties recognize that certain positions and/or agencies require pre-selection background checks, pre-employment fitness exams and/or drug test. Consistent with current practice employees who bid on such position and fail to pass a background check, pre-employment fitness exam, and/or drug test shall be disqualified for selection. An Agency shall notify the Union prior to any change in classifications/positions becoming subject to such requirement for bargaining unit employees.

H. Electronic Hiring

- 1) Employees will be provided reasonable time during the employee's regular hours of work without loss of pay for the purpose of creating and/or updating the online profile or applying electronically. Employees in congregate settings shall be relieved of duties for a reasonable amount of time during the posting period, in order to access computers for the purpose of creating and/or updating their online profile or applying electronically. Should the Employer fail to relieve an employee by the eighth day of a given posting

after the employee made a previous request in writing to be relieved, the employee may apply electronically outside their regular hours of work at the appropriate rate.

- 2) CMS will issue numerical ranking(s) within 40 working days from the end of the posting period for those bidders with contractual rights applying through the employee portal. If the Employer cannot meet the 40 day time frame a written justification will be provided to the Union upon request. The employer may fill a vacancy with the most senior bidder(s), following the contractual order of selection as listed on the bid record, prior to issuing numerical rankings to all bidders.
- 3) To the extent practicable, application questions shall be limited to “yes/no” responses. For positions where yes/no responses are not practicable, descriptive or qualitative answers may be required. The Union shall be notified by the Agency of the positions limited to yes/no responses.
- 4) The employer shall provide computer access for employees without regular daily computer access.
- 5) Employees exercising contractual rights under this Article shall utilize the employee portal to submit their bid.
- 6) Appeals of validated numerical scores ranking or ineligible designations shall be submitted within 10 working days of issuance of the notice. Bidders that prevail in an appeal will be added to the bid record in the applicable priority in accordance with contractual order of selection and seniority order. Nothing herein prevents the employer from proceeding with making offers when the highest priority within the contractual order of selection and seniority bidder(s) does not require an appeal. Employees with a timely active appeal shall not be bypassed for selection. Appeals shall be submitted in accordance with the current process as stated on the validation notice.
- 7) Employees shall be provided with additional training opportunities and assistance such that the employee is able to successfully utilize the employer’s electronic hiring process. Trainings facilitated by the Employer shall be conducted during regular work hours and shall be scheduled such that all employees are able to attend on paid status without jeopardizing operational need. The Union will work with the Employer to increase communication to employees on existing and newly developed trainings on the electronic process. The Employer and the Union shall meet on a monthly basis, or as otherwise agreed, through July 1, 2024 to ensure the training process is fully implemented.

I. Electronic Notification

When an employee has documentation that they elected to receive electronic notice via email of vacancy postings for which the employee is interested and the system fails to provide the notification, the issue shall be subject to Article V, Grievance Procedure.

Section 3. Job Assignment

A. RC-9 Only

- 1) When a job assignment vacancy is posted internally by the agency at the work location as defined in supplemental agreements and more than one employee within the position classification requests such assignment, consideration shall be given to the employee with the most seniority in the same position classification as posted. If the successful bidder is in a higher semi-automatic in-series title than the semi-automatic in-series position posted, he/she shall retain the higher title.
- 2) When a new job assignment is created and more than one employee within the position classification requests such assignment, the most senior employee shall be given first consideration therefore.
- 3) When permanent changes in job assignments are made by the Employer at a facility, employees within the position classification affected by the change may exercise their seniority as defined in Article XVIII, Section 2, to remain at their current assignment.
- 4) In cases where a job assignment vacancy is filled by job assignment preference the vacancy created as a result of such selection thereafter shall be filled from the original bid list without further posting. If a senior employee turns down the original job assignment bid, his/her name will remain on the original bid list for selection to subsequent vacancies created by the filling of the original job assignment bid.
- 5) If the posted vacancy will not result in any employee changing job classification and is just a job assignment posting, the following shall apply:
 - a) Once the posted job assignment vacancy is filled from those employees in the same job classification who requested such, there shall be no further posting to fill the vacated assignment unless the filling of such would therefore result in an employee changing job classifications;
 - b) Notwithstanding the seniority provisions, the vacated assignment shall be filled by management from available employees in the same job classification except a request for such assignment by the highest seniority employee in the same classification making such request shall be honored by management.

- 6) In addition to the provisions outlined in this Section, the procedures for bidding and acceptance of job assignments shall be handled in accordance with Agency or facility supplemental agreements as applicable. The exercise of job assignment rights shall be effectuated through procedures defined by the agency supplemental agreements.
- 7) The resulting permanent vacancy shall be posted to the internal portal and job assignment rights shall not apply to the posted vacancy.
- 8) This Section does not apply to any other bargaining unit except as past practice may provide otherwise.

B. RC-10, 14, 28, 62, and 63

- 1) When a permanent vacancy is posted and more than one (1) employee within the position classification and work location where the vacancy occurs bids the assignment, the most senior employee who bids the assignment shall be assigned the job. Those employees bidding for a position in a lower classification who are in a semi-automatic series, shall retain his/her current position classification unless additional training is required. If additional training is required, the employee shall serve a training period not to exceed four (4) months. Upon successful completion of the training, and a satisfactory performance evaluation, the employee shall return to his/her former title and pay. In cases where a job assignment vacancy is filled by job assignment preference the vacancy created as a result of such selection thereafter shall be filled from the original bid list without further posting. If a senior employee turns down the original job assignment bid, his/her name will remain on the original bid list for selection to subsequent vacancies created by the filling of the original job assignment bid.

(RC-10 Only) *Job assignment vacancies shall be defined within an Agency (such as but not limited to, Regulatory or Enforcement within the Air, Land, Water, or Public Water in EPA; and Benefits, Administrative, and Board of Review in IDES).*

- 2) When permanent changes in job assignments are made by the Employer, employees within the classification affected may exercise their seniority to retain their current assignment. These transactions do not necessitate the posting procedures of Section 2 above.
- 3) Where the introduction of substantially different technology or equipment to the work place would result in the significant alteration of duties for current employees, the assignments so created shall be posted and filled by seniority as under subsection (1) above.

C. Any employee who successfully exercises rights under Section 3, "Job Assignment", shall be prohibited from again exercising those rights for a period of twelve (12) months (RC-10 for a period of twenty-four (24) months)

unless the employee is subsequently displaced from the assignment for which he or she bid.

D. This Section shall not apply to employees who bid while on original and promotional probationary periods.

E. Employees shall be allowed to bid for posted vacancies that carry different days off subject to the procedures set forth in this Section. Such bids shall be considered with other job assignment bids.

F. A successful job assignment bidder shall be returned to his/her former position (seniority permitting) anytime during the first four (4) months of the job assignment due to the inability to perform duties and responsibilities of the new position. In addition, an employee may voluntarily return to his/her former position (seniority permitting), during the first four (4) months in the job assignment if such is to a permanent vacancy. However, such return, if voluntary, shall prohibit an employee from exercising job assignment rights again for twelve months pursuant to C. above.

G. When a position is vacated by an employee being returned due to the inability to perform the duties and responsibilities of the new position or who chooses to return to his/her previous position within the four (4) month time frame, the position that was vacated, if filled, shall be filled from the original bid list within 180 days without further posting.

Section 4. Shift Preference

A. RC-14, 28, 62 and 63

- 1) When permanent changes in shift assignments are made, employees shall be entitled to exercise seniority to retain their shift assignments. A permanent change in an employee's shift assignment shall be made effective on the first day of the employee's new work week.
- 2) Within a period of one (1) calendar month each year, which shall be determined at agency/facility supplemental negotiations, employees within a work location shall have an opportunity to exercise seniority for shift assignments within each work location. An employee shall be eligible to exercise seniority pursuant to this section for any starting or quitting time that is different from the employee's current work schedule provided such schedule is set forth in the appropriate supplemental agreement.

B. RC-6, 9 and CU-500

- 1) Absent any emergency operating needs of the Employer, a permanent change in an employee's normal shift assignment shall commence the first day of the employee's work week.
- 2) When permanent changes in shift assignments are made, employees within a position classification at a facility shall be entitled to exercise seniority as defined in this Article to retain their current shift assignment.

- 3) During each contract year, no more than 20% of the employees within a bargaining unit position classification at a facility (CU-500 only, shall be no less than one bargaining unit employee, or if 20% of the employees results in a fraction then the Employer will round up to the next whole number) shall be permitted to exercise seniority as defined in Article XVIII to displace in the shift of his/her choice the least senior employee within such position classification and shift so long as such choice is exercised within the employee's normal area of assignment (by ward, program or physical area, as the case may be). No employee shall be permitted to exercise his/her choice hereunder more than once during each contract year. An employee shall be eligible to exercise seniority pursuant to this section for any starting or quitting time that is different from the employee's current work schedule provided such schedule is set forth in the appropriate supplemental agreement.

(CU-500 Only) Grievances involving shift preferences shall be processed directly to Step 3 as a priority grievance and subject to the priority grievance procedure.

This subsection may be modified by the parties at local supplemental negotiations to allow local flexibility with shift preference and related bumping.

- 4) Seniority as used herein shall be defined in Section 2 of Article XVIII but the term "ability" and "qualifications" shall also include the employee's demonstrated compatibility with residents as determined by the Employer.
- 5) "Shift Bumping" request procedure:
 - a) Requests shall be made in writing to the immediate supervisor at least fifteen (15) days in advance of the time the employee requests such shift change to take place.
 - b) The employee being displaced by such request shall be given the notice of such displacement and the shift assigned as soon as possible, but no later than ten (10) working days prior to such change.
 - c) The change or exchange of shifts shall take place starting with the first day of the bumped employee's work week. Such change may cause the displacing employee's requested date of change to be delayed but no later than seven (7) days after the effective date of change requested.
 - d) A displaced employee may exercise his/her seniority to displace a junior employee on a shift of his/her preference and such employee may give fifteen (15) days notice under subsection (a) above any time after he/she receives notice of the original displacement.

Such employee's shift change shall not be deemed or counted as the one choice allowed an employee during each contract year nor be charged against the 20% limit for all employees, if such request is made within forty-five (45) days of being notified under (b) above.

- e) Management shall notify the Union of all shift displacements prior to the actual displacement taking place.

C. RC-42 Shift Bumping

When permanent changes in shift assignments are made, employees shall be entitled to exercise seniority to retain their shift assignments or to displace the least senior employee on a shift of his/her choice, seniority permitting, within such position classification so long as such choice is exercised within the employee's normal area of assignment. A permanent change in an employee's shift assignment shall be made effective on the first day of the employee's new work week. An employee shall be eligible to exercise seniority pursuant to this section for any starting or quitting time that is different from the employee's current work schedule provided such schedule is set forth in the appropriate supplemental agreement.

On February 15 each year, employees within a work location shall have an opportunity to exercise seniority for shift assignments within each work location.

Section 5. Promotion, Voluntary Reduction and Parallel Pay Grade Movement

A. RC-6, 9, 10, 14, 28, 62, 63, and CU-500

Subject to filling permanent vacancies under Section 3 of this Article, such vacancies shall be filled in accordance with the following:

- 1) Employees shall be allowed a reasonable period of time to submit an electronic application without loss of pay during normal work hours.
Employees bidding for any position within their bargaining unit, as well as Upward Mobility titles, shall have all rights under this Article applied regardless of the means used to bid or be selected for the vacancy. Employees who otherwise promote through the contractual order of selection shall have the right to return to their prior position in accordance with this Section.
- 2) For RC-10, 14, 28, 62 and 63 only. Employees bidding for vacancies under this Section from position classifications having parallel pay grades shall be required to qualify under the same standards used for all bidders.
- 3) Order of Selection. Selection for promotion and/or voluntary reduction shall be in the following order of priority from among employees certified in their current position classification, for each respective bargaining unit listed in Schedule A.

- a) RC-6, 9 and CU-500
 - (i) The employee with the most seniority in the next lower rated position classification within the position classification series in which the vacancy occurs.
 - (ii) The employee with the most seniority in a higher position classification in the position classification series.
 - (iii) The employee with the most seniority in a lower position classification (in the same classification series) other than the next lowest in the position series.
 - (iv) The employee with the most seniority in an equal to, lower, or higher position classification not in the same position classification series.
- b) RC-10, 14, 28, 62 and 63
 - (i) Employees in the next lower classification within the classification series, and employees bidding for voluntary reduction, (RC-10 only and full-time employees in the same classifications bidding on an intermittent position) who have completed their promotional probationary period.
 - (ii) Employees in the next succeeding lower classifications within the classification series.
 - (iii) All other qualified and eligible bidders (including parallel pay grade bidders).

Work location priorities for the above are as follows:

- (i) Employees at the work location where the vacancy occurs;
 - (ii) Other work locations of the agency within the county unless mutually agreed otherwise on an agency basis.
 - (iii) Other work locations in the agency
 - (iv) In the Department of Natural Resources it shall be within region for those Site Technician II's assigned to the Regional Hot Shot Crews.
- 4) Selection of bidders in the 80-89 numerical ranking shall take place only after bidders in the 90-100 numerical ranking have been exhausted.
 - 5) For the purposes of this Section, the employee selected to fill such permanent vacancy shall be selected from eligible and qualified bidders on the basis of seniority as defined in Article XVIII. However, a bidder with less than one (1) year service in the Agency in which the vacancy arises shall not be awarded the position unless there are no eligible and qualified bidders with more than one (1) year's service with the Agency. Employees shall not be asked or required to resign from their current position in order to be selected for any other position in any other AFSCME bargaining unit regardless of agency.

- 6) A certified employee selected through voluntary reduction shall be certified in that position classification without serving a probationary period. A probationary employee who voluntarily reduces shall serve a new probationary period.
- 7) A promoted employee or an employee selected from a parallel pay grade shall be returned to his/her former position classification (seniority permitting) any time during the certification period, which shall consist of four (4) months which may be by mutual agreement extended to eight (8) months of continuous service except for employees promoted under a Trainee Agreement who shall serve the probationary period defined in the applicable Trainee Agreement, after such promotion or selection due to the inability to perform duties and responsibilities of the newly promoted position classification. In addition, an employee may voluntarily return to such position classification at his/her former step and creditable service date, seniority permitting, during the certification period, which shall consist of four (4) months which may be by mutual agreement extended to eight (8) months, if such return is to a permanent vacancy. Such movement supersedes all priorities listed in Section 2 of this Article. An employee who promotes or is selected from a parallel pay grade into a position classification in which he/she was previously certified shall be considered certified without serving a new certification period provided that the duties and responsibilities of the classification remain essentially unchanged. Employees promoting to a position not covered under this Agreement shall not be allowed to return to his/her previous position during the promotional probationary period, unless the Union signs a waiver allowing for the return.
- 8) If there are no qualified bidders (or transfer applicants under RC-10, 14, 28, 62 and 63) the Employer may at its prerogative fill the vacancy by hiring new employees provided there are no employees in a higher position classification on recall.
- 9) Nothing contained in this Article shall prevent the Employer from temporarily filling a posted vacancy.

B. RC-42 Only

- 1) Employees shall be allowed a reasonable period of time to submit an electronic application without loss of pay during normal work hours.
- 2) Order of Selection. Selection for promotion shall be in the following order of priority from among employees certified in the position classification series listed in Schedule A.
 - a) Employees in the next lower classification within the classification series, and employees bidding for voluntary reduction.

- b) Employees in the next succeeding lower classification within the classification series.
- c) All other qualified and eligible bidders.

Work location priorities for the above are as follows:

- (i) Employees at the work site.
 - (ii) Other work locations of the agency within the county.
- 3) Selection of bidders in the 80-89 numerical ranking shall take place only after bidders in the 90-100 numerical ranking have been exhausted.
 - 4) For the purposes of this Section, the employee selected to fill such permanent vacancy shall be selected from eligible and qualified bidders on the basis of seniority as defined in Article XVIII. Employees shall not be asked or required to resign from their current position in order to be selected for any other position in any other AFSCME bargaining unit regardless of agency.
 - 5) A certified employee selected for voluntary reduction shall be certified in that position classification without serving a probationary period. A probationary employee who voluntarily reduces shall be certified by serving the balance of the probationary period.
 - 6) A promoted employee shall be returned to his/her former position classification (seniority permitting) any time during the certification period, which shall consist of four (4) months which may be by mutual agreement extended to eight (8) months, after such promotion due to the inability to perform duties and responsibilities of the newly promoted position classification. In addition, an employee may voluntarily return to such position classification at his/her former step and creditable service date, seniority permitting and excluding those selecting non-AFSCME represented positions, unless the Union signs a waiver allowing for the return, the certification period which shall consist of four (4) months which may be by mutual agreement extended to eight (8) months after such promotion, if such return is to a permanent vacancy. Such movement supersedes all priorities listed in Section 2 of this Article. An employee who promotes or is selected from a parallel pay grade into a position classification in which he/she was previously certified shall be considered certified without serving a new certification period provided that the duties and responsibilities of the classification remain essentially unchanged.

Employees promoting to a position not covered under this Agreement shall not be allowed to return to his/her previous position during the promotional probationary period, unless the Union signs a waiver allowing for the return.

- 7) If there are no qualified bidders or transfer applicants the Employer

may at its prerogative fill the vacancy by hiring new employees provided there are no employees in a higher position classification on recall.

- 8) Nothing contained in this Article shall prevent the Employer from temporarily filling a posted vacancy.

C. CU-500 Only, Parallel Pay Grade and Voluntary Reduction

- 1) Employees shall be allowed a reasonable period of time to submit an electronic application without loss of pay during normal work hours. The employee must return the form to the Examining Division, Department of Central Management Services, within the prescribed posting time limits.
- 2) Order of Selection shall be, from among employees certified in their current position classification, the employee with the most seniority in an equal to or higher position classification.

Work location priorities for the above are as follows:

- (i) Employees at the work location where the vacancy occurs;
 - (ii) Other work locations of the Agency within the county unless mutually agreed otherwise on an Agency basis.
- 3) For the purposes of this Section, the employee selected to fill such permanent vacancy shall be selected from eligible and qualified bidders on the basis of seniority as defined in Article XVIII. However, a bidder with less than one (1) year service in the Agency in which the vacancy arises shall not be awarded the position unless there are no eligible and qualified bidders with more than one (1) year's service with the Agency.
 - 4) A certified employee selected through voluntary reduction shall be certified in that position classification without serving a probationary period. A probationary employee who voluntarily reduces shall serve a new probation period.
 - 5) An employee selected from a parallel or lower pay grade shall be returned to his/her former position classification (seniority permitting) any time during the certification period, which shall consist of four (4) months of continuous service. In addition, an employee may voluntarily return to such position classification at his/her former step and creditable service date, seniority permitting, during the certification period, if such a return is to a permanent vacancy. Such movement supersedes all priorities listed in Section 2 of this Article.
 - 6) If there are no qualified bidders, the Employer may at its prerogative fill the vacancy by hiring new employees provided there are no employees in a higher position classification on recall.
 - 7) Nothing contained in this Article shall prevent the Employer from temporarily filling a posted vacancy.

D. The order of selection is subject to the provisions of Article XV, Upward Mobility Program.

E. When a position is vacated by an employee being returned due to the inability to perform the duties and responsibilities of the new position or who chooses to voluntarily return to his/her previous classification within the four (4) month time frame, the position that was vacated, if filled, shall be filled from the original bid list within 180 days without further posting.

Section 6. Days Off

A. RC-6 and CU-500 Only

Employees within the same general work assignment (cellhouse duty, tower duty, cottage duty, etc.), same position classification and same shift may exercise their seniority as defined in Article XVIII, Section 2 to retain their current scheduled days off.

Scheduled days off shall be assigned by seniority from among employees within the same general work assignment, same position classification and same shift, the most senior employee choosing first. No employee shall be permitted to exercise his/her choice hereunder more than once during each contract year.

Requests shall be made in writing to the immediate supervisor at least fifteen (15) days in advance of the time the employee requests a days off change.

The employee being displaced by such request shall be given the notice of such displacement and the days off change as soon as possible, but not later than ten (10) working days prior to such change.

The change of days off shall take place starting with the first day of the bumped employee's work week. Such change may cause the displacing employee's requested date of change to be delayed but no later than seven (7) days after the effective date of change requested.

A displaced employee may exercise his/her seniority to displace a junior employee for days off and such employee may give fifteen (15) days notice under subsection (a) above any time after he/she receives notice of the original displacement. Such employee's day off change shall not be deemed or counted as the employee's one choice allowed during the contract year.

B. RC-42, 28, 62, 63 and Site Technicians I and II

When the Employer makes permanent work schedule changes affecting employees days off, employees within the same general work assignment, same position classification, and same shift may exercise their seniority to retain their current scheduled days off or for RC-42 and Site Technicians I and II only, to displace the least senior employee on a shift different days off schedule of his/her choice, seniority permitting, within such position classification so long as such choice is exercised within the employee's normal area of assignment. On March 15 employees may exercise their

seniority for scheduled days off from among employees within the same general work assignment, same position classification and same shift, the more senior employee choosing first.

Section 7. Transfers

A. RC-6, 9, 10, 14, 28, 62 and 63

An employee, except employees desiring to transfer who have not completed their original six (6) month probationary period, and for those Technical Advisor positions appointed by a Commissioner of the Illinois Workers' Compensation Commission, desiring to transfer to the same position classification, an equal or lower position in a classification in which an employee was previously certified, or a position lower in the series for which he/she is qualified, in a different work location shall submit an electronic application for the desired vacancy the employee wishes to transfer to. An employee seeking a transfer to a clerical position must be previously certified in the identified option or completed the appropriate skills attestation within ten (10) working days of the Employer giving his/her notice of transfer consideration, unless the test is not reasonably available to the employee within such time frame. Employees may not transfer under this Section more than once every twenty-four (24) months. An employee transferring from one unit/work area of an Agency to another unit/work area shall be transferred in a timely manner. Those employees requesting and receiving a transfer for a position in a lower classification within their semi-automatic series shall retain his/her current position classification, unless additional training is required.

(Except RC-6) A transferred employee shall be returned to his/her former position (seniority permitting) any time during the first four (4) months of continuous service, after such transfer due to the inability to perform duties and responsibilities of the newly transferred position. In addition, an employee may voluntarily return to such position at his/her former work location, seniority permitting, during the first four (4) months of continuous service after the transfer if such return is to a permanent vacancy. Such movement supersedes all priorities listed in Section 2 of this Article.

However, such return, if voluntary, shall prohibit an employee from exercising transfer rights again for twenty-four (24) months pursuant to above.

(Except for RC-6 and 9) When a vacancy is not filled by the exercise of, or the failure to exercise, the rights in Sections 3, 4 and 5 above and in Article XX (Layoff), Sections 3 and 4, it shall be filled on the basis of seniority as defined in Article XVIII from among employees who have completed an electronic application, in the following order:

- a) Applicants to transfer to a different work location of the same Agency in the same county;

- b) Applicants to transfer to a different work location of the same Agency in a different county;
- c) Applicants to transfer to a different Agency.

B. RC-42 Only

An employee desiring to transfer to the same position classification in a different work site shall submit an electronic application for the desired vacancy the employee wishes to transfer to. Employees may not transfer under this Section more than once every twelve (12) months. When a vacancy is not filled pursuant to Section 4, it shall be filled on the basis of seniority as defined in Article XVIII from among employees who have completed an electronic application, in the following order:

- (i) Applicants to transfer to a different work site of the same agency in the same county;
- (ii) Applicants to transfer to a different work site of the same agency in a different county;
- (iii) Applicants to transfer to a different Agency.

A transferred employee shall be returned to his/her former position (seniority permitting) any time during the first four (4) months of continuous service, after such transfer due to the inability to perform duties and responsibilities of the newly transferred position. In addition, an employee may voluntarily return to such position at his/her former work location, seniority permitting, during the first four (4) months of continuous service after the transfer if such return is to a permanent vacancy. Such movement supersedes all priorities listed in Section 2 of this Article. However, such return, if voluntary, shall prohibit an employee from exercising transfer rights again for twenty-four (24) months pursuant to above.

When a vacancy is filled under this Section, management is not required to post the resulting vacancy. However, if it does not post the job, it shall there upon honor any transfer requests then submitted electronically to the posting to the extent possible, and they may fill the resulting vacancy pursuant to Section 5B (8).

C. When a position is vacated by an employee being returned due to the inability to perform the duties and responsibilities of the new position or who chooses to voluntarily return to his/her previous position within the four (4) month time frame, the position that was vacated, if filled, shall be filled from the original bid list within 180 days without further posting.

D. CU-500 Only

- 1) A CU-500 employee, who has at least eighteen (18) months seniority and desires to transfer to the same position classification at another facility, shall submit an electronic application for the desired vacancy the employee wishes to transfer to.
- 2) It is understood that for security employees every third vacancy

and for non-security the first of every three vacancies in each CU-500 classification at each facility shall be filled in this manner, provided that there are qualified bidders pursuant to this section. The remaining vacancies shall be filled by contractually-entitled promotional bidders from CU-500 or Master Contract bargaining unit employees.

- 3) When an employee transfers from an institution, no other employee in the same position classification will be allowed to transfer from that institution, unless operational needs permit, until the transferred employee's position is filled. However, an employee's effective date of transfer shall be the date he/she otherwise would have been transferred and that position for which the employee was selected shall be held vacant until the employee is able to physically transfer.
- 4) An employee who has been suspended for more than thirty (30) days within the twenty-four (24) months immediately preceding the effective date of transfer shall not be permitted to transfer. An employee who has been suspended for more than five (5) days within the twelve (12) months immediately preceding the effective date of transfer shall not be permitted to transfer. An employee who has been suspended for five (5) days or less within the twelve months immediately preceding the effective date of transfer shall not be permitted to transfer unless six (6) months or more have elapsed between the date the last suspension was imposed and the effective date of transfer.
- 5) An employee who is on "furnish-proof" status shall not be eligible for transfer.
- 6) All transferred employees will be provided the regular orientation and/or regular refresher course in the new institution.
- 7) An employee who exercises his/her right to transfer will not be eligible to transfer again for twenty-four (24) months from the effective date of transfer.
- 8) Except during the initial staffing of a new institution, an employee transferring under the provisions of this Agreement, or transferring by other means, shall not be able to exercise his/her seniority for a days off schedule and/or shift preference for a period of twelve (12) months from the effective date of the transfer.

Initial Staffing of New Facilities

Lieutenants and Juvenile Justice Supervisors

- 1) During the initial staffing requirements of a new facility, the first 50% of vacancies shall be filled in accordance with seniority from those employees desiring to transfer in accordance with the above procedure, provided there are sufficient employees submitting an

electronic application to transfer;

- 2) During the initial staffing requirements of a new facility, no more than the next 25% of vacancies shall be filled by “other means” provided those “other means” employees are either Juvenile Justice Supervisors, Lieutenants or Upward Mobility Certified employees.
- 3) Any remaining vacancies shall be filled through the Upward Mobility Program

All Other CU-500 Position Classifications

- 1) During the initial staffing requirements of a new facility, no more than the first 75% of CU-500 Position Classification vacancies (excluding Lieutenants) shall be filled by “other means”;
- 2) Any remaining vacancies shall be filled in accordance with seniority from those employees submitting an electronic application
- 3) To transfer from the transfer list in accordance with the above procedure.

Section 8. Promotion and Conversion of Intermittents

Where a vacancy arises in a work location in a classification for which there exists a parallel intermittent classification, intermittents who bid shall be grouped with bidders from the next lower-rated classification. Intermittent Program Representatives and Intermittent Service Representatives, shall be considered equal in status for filling vacancies for full time Program Representative and Service Representative Positions. In the event that an intermittent is awarded the position, he/she shall be considered converted in status. In the event that two (2) IDES Intermittent Program Representatives at the work location have been utilized for 1500 hours or more for three consecutive federal fiscal years, a full time Program Representative position shall be posted and filled at that work location. Intermittent laborers who are not certified shall be allowed to bid and will be interviewed for positions prior to hiring from the outside for full-time vacancies.

Section 9. Semi-Automatic In-Series Advancement

For the purposes of this Article, jobs currently being filled through semi-automatic “in-series advancement” shall not be considered as permanent vacancies. Upon eligibility, employees shall be promoted and semi-automatically advanced once they have received a satisfactory annual evaluation. The effective date of such promotion shall be no later than the date the employee completed the required time period for such advancement, provided the annual evaluation is at least satisfactory and provided the evaluation is completed within one (1) month from the end of the evaluation period. Failure to issue the evaluation in a timely manner shall not affect the effective date of the semi-automatic promotion. Employees promoted through semi-automatic in-series advancement shall not be required to serve

a promotonal probationary period.

Semi-automatic titles include, but are not limited to the following:

Agricultural Land and Water Resources Specialist I to II, II to III

Bank Examiner I to II, II to III

Chemist I to II

Child Protection Associate Specialist to Child Protection Specialist

Child Protection Specialist to Child Protection Advanced Specialist

Child Welfare Associate Specialist to Child Welfare Specialist

Child Welfare Specialist to Child Welfare Advanced Specialist

Correctional Counselor I to II

Corrections Food Service Supervisor I to II

Corrections Leisure Activities Specialist I to II

Corrections Parole Agent to Corrections Senior Parole Agent

Corrections Supply Supervisor I to II

Criminal Intelligence Analyst I to II

Day Care Licensing Representative I to II

Environmental Health Specialist I to II

Environmental Protection Engineer I to II, II to III

Environmental Protection Geologist I to II, II to III

Environmental Protection Specialist I to II, II to III

Financial Institutions Examiner I to II, II to III

Forensic Scientist I to II, II to III

Gaming Special Agent Trainee to Gaming Special Agent;

Gaming Special Agent to Gaming Senior Special Agent

Geographic Information Specialist I to II

Information Service Specialist I to II

Human Services Grant Coordinator I to II

Licensed Practical Nurse I to II

Manpower Planner I to II

Office Aide to Office Clerk

Rehabilitation Counselor Trainee to Rehabilitation Counselor
to Rehabilitation Counselor Senior

Rehabilitation Case Coordinator I to II

Revenue Auditor I to Revenue Auditor II Revenue Auditor II to
Revenue Auditor III

Revenue Collection Officer Trainee to Revenue Collection
Officer I, I to II, II to III

Revenue Special Agent Trainee to Revenue Special Agent Revenue
Special Agent to Revenue Senior

Special Agent Revenue Tax Specialist I to II

Site Technician I to Site Technician II

Social Service Program Planner I to II, II to III

Technical Advisor I to II (with law license) Technical Advisor II to
III (EPA only)

Terrorism Research Specialist I to II

Weatherization Specialist I to II

Section 10. Agency Bidders Preference RC-42 and Site Technicians I and II

An employee with one year or more service with the agency shall be granted preference in the application of seniority in this Article over employees having less than one year service in the agency.

Section 11. Notification of Filled Vacancy

The Employer shall notify bidders who were interviewed that did not get a position for which they submitted a bid once the position is filled by another bidder.

ARTICLE XX

Layoff

Section 1. Application

Layoff shall be in accordance with the procedures set forth in this Article with the exception that they shall not apply to:

- a) Emergency shutdown of five (5) days or less where all employees are to be recalled. Time in non-work status as a result of emergency shut down pursuant to 80 Ill. Admin. Code § 303.310 shall be with pay.
- b) The nonscheduling of intermittent employees.
- c) School year employees at institutions and schools during recesses in the academic year and/or summer, if all employees in the affected classes are to be laid off and recalled.
- d) Temporary layoff of five (5) days or less shall be in accordance with Personnel Rule 302.510 and seniority as defined in Article XVIII. Employees affected by temporary layoff shall not suffer any reduction in fringe benefits for the term of the temporary layoff and employees shall be laid off in accordance with Section 2(a), (c), (d), (e) and shall receive notice in accordance with Section 3(l).

Temporary layoff provisions contained herein shall not be used for implementing a statewide furlough program which would affect all State agencies without the Employer first notifying and negotiating with the Union over such intent.

Section 2. General Procedures

- a) Layoff shall be by official organizational unit as recorded by official position description coding methods. The bargaining units are regarded as distinct and separate units for purposes of layoff unless specific provisions of this master contract and/or

this Article allow for specific exceptions such as bumping between related classifications in different bargaining units. The organization units for RC-6, 9 and CU-500 shall be defined as the facility.

- b) It is understood by the parties that Personnel Rule 302.523 dealing with voluntary layoff shall apply to all classifications and titles listed in Schedule A of the Master Collective Bargaining Agreement.
- c) Layoff shall be by position classification.
- d) Employees within the appropriate layoff unit as defined in (a) above shall be laid off in inverse order of seniority as defined in Article XVIII.
- e) No certified or probationary employee within a position classification within an appropriate organizational unit and work location shall be laid off until any temporary, provisional or emergency employee, and the Personal Service and Vendor Contract worker who performs substantially similar duties to the position classification of the employee who otherwise would be laid off are terminated noncertified. No certified or probationary employee within a position classification within an appropriate organizational unit shall be laid off until an employee in a trainee position classification within the classification series or an employee in a trainee position classification who has a targeted title to a position within the classification series within either the appropriate organizational unit or worksite is first terminated noncertified. No certified employee within a position classification within an appropriate organizational unit shall be laid off until all original appointment, probationary employees within the same position classification within the appropriate organizational unit are first laid off. Notwithstanding the above, if there is no employee subject to layoff who is qualified and wishes to perform the work of a Personal Service and Vendor Contract worker who performs substantially similar duties to the position classification, such Personal Service and Vendor Contract worker need not be terminated.
- f) (RC-10, 62, 63 only) In the application of the layoff and recall procedure, the Employer reserves the right to establish bona fide requirements of specialized skills, training, experience and other necessary qualifications that have been set forth in the official position description or listed as official options in the job specification at the time of the layoff proposal. The Employer agrees to notify the Union of specialized requirements of positions involved in the application of the layoff procedure at the

time of submitting the agency's layoff proposal to the Director of Central Management Services for informational purposes only.

Such requirements on the official position description shall relate to permanent job functions of such a nature that could not be learned during the normal orientation period associated with the filling of a vacant position in that position classification.

The parties agree that positions in all RC-10 and RC-63 classifications and in certain classifications in RC-62 may be subject to the provisions of this Section. RC-62 classifications which the parties contemplate may include positions subject to these provisions are identified by a footnote in Schedule A.

The Employer shall notify the Union of any additional classification(s) it believes may include positions which should be subject to this Section, and will negotiate over the necessity for such additional classification(s). Should the parties fail to agree, and the Employer implements the specialized requirements, the Union may grieve the dispute directly to Step 4.

- g) (RC-9 only) For Licensed Practical Nurse and Mental Health Technician positions which require the use of sign language, the Employer may require sign language as a bona fide option as listed in the job description.
- h) Employees subject to layoff shall be provided direct assistance with identifying positions to which they are interested in recall in the Employer electronic hiring system.
- i) In the event any employees are laid off the Union shall be provided with a list of employees eligible for recall by work location, bargaining unit and classification.

Section 3. Bumping and Transfer in Lieu of Layoff

- a) An employee who is subject to layoff is defined as that employee who is scheduled to be laid off by the employing Agency or removed from their position, even though they still may be on the Agency's payroll.
- b) No less than five (5) calendar days prior to the layoff meeting, the Employer will provide a written packet of information informing an employee(s) subject to layoff and employee(s) potentially affected by layoff of his/her highest level rights under each step (b) through (j). Such packet shall include: the agency seniority roster (including shift, days off, work location, work site and specialized skills) of employee(s) subject to layoff and employee(s) potentially affected by layoff; the agency vacancy list (including shift, days off, work location, work site and specialized skills), if applicable; potential bumping options, if

applicable; and such information as is needed in order for the employee(s) to exercise his/her rights under this Article.

Starting with the highest bargaining unit and pay grade, employee(s) may choose to exercise or waive his/her available bump option in (c) through (i), if applicable. The employee(s) must make his/her selection known to the Employer at the time of his/her bump meeting and such selection shall be final. An employee may still opt to be laid off at any time prior to the implementation of the bump, however the Employer shall not be required to modify the layoff plan.

Agency vacancies shall be offered, if applicable and seniority permitting, upon completion of the bumping process, (c) through (i). An employee(s) who chooses to waive his/her available bump option, or if no bump option was available, may choose to exercise his/her right to a Transfer or Voluntary Reduction in Lieu of Layoff (j), if applicable and seniority permitting.

The employee must make his/her selection known to the Employer at the time he/she is offered a vacancy and such selection shall be final. An employee may still opt to be laid off at any time prior to being placed into the vacancy, however the Employer shall not be required to modify the layoff plan.

- c) Bumping Priority - First Step - Work location for bumping purposes is defined as the identified agency's facility, local office area or building or as defined by supplemental agreement approved by DCMS and AFSCME in which the organizational unit of layoff is located except as provided for in RC-6, RC-9 and CU-500 in Section 2(a) of this Article. An employee subject to layoff shall bump the least senior employee in the same position classification and work location, except in position classifications with options, the employee shall bump the least senior employee in an option which the employee who is bumping is qualified to perform. In the event that more than one employee in the same position classification and work location are subject to layoff, an equal number of least senior employees at the work location (a number equal to the number of employees electing to bump) shall be identified and in seniority order, the employees subject to layoff shall be allowed their choice in bumping the identified least senior employees. Since the work location is facility wide, RC-6, RC-9 and CU-500 employees are not subject to this lateral bumping provision. Management reserves the right to resolve staffing deficiencies resulting from an RC-9 layoff per Article XIX, Section 3(A)3 or 3(A)1 as agreed by the parties. In the event that an employee waives or refuses to

accept an available bump under this provision the employee shall be laid-off.

- d) Bumping Priority - Second Step - If the employee is unable to bump at the immediate work location as defined in (c) above, the employee shall bump the least senior employee in the same position classification, except in position classifications with options, the employee shall bump the least senior employee in an option which the employee who is bumping is qualified to perform, and agency in the county where the position is located unless otherwise agreed by the parties in supplemental agreements approved by DCMS and AFSCME. In the event that more than one employee in the same position classification and work location are unable to bump under (c) above, an equal number of least senior employees in the county (a number equal to the number electing to bump) shall be identified and in seniority order, the employees subject to layoff shall be allowed their choice in bumping the identified least senior employees. RC-6, RC-9 and CU-500 employees are not subject to this lateral bumping provision. In the event that an employee waives or refuses to accept an available bump under this provision, the employee shall be laid off.
- e) Bumping Priority - Third Step - Lower level in same position classification series, except in position classifications with options, the employee shall bump the least senior employee in an option which the employee who is bumping is qualified to perform, by work location (similar to (c) above) but includes RC-6, RC-9 and CU-500 employees.
- f) Bumping Priority - Fourth Step - Lower level in same position classification series, except in position classifications with options, the employee shall bump the least senior employee in an option which the employee who is bumping is qualified to perform, by county (similar to (d) above) but excludes RC-6, RC-9 and CU-500 employees.
- g) Bumping Priority - Fifth Step - Employees covered by the Collective Bargaining Agreement shall be allowed to bump into a previously certified position classification or the successor title to a previously certified classification, except in position classifications with options, the employee shall bump the least senior employee in an option which the employee who is bumping is qualified to perform, in any AFSCME bargaining unit, or lower level position classification in the same classification series except in position classifications with options, the employee shall bump the least senior employee in an option which the

employee who is bumping is qualified to perform, in another AFSCME bargaining unit by work location (similar to (c) above) but includes RC-6, RC-9 and CU-500 employees.

- h) Bumping Priority - Sixth Step-Employees covered by this Collective Bargaining Agreement shall be allowed to bump into a previously certified position classification, or successor title to a previously certified position classification, except in position classifications with options, the employee shall bump the least senior employee in an option which the employee who is bumping is qualified to perform, in any AFSCME bargaining unit or lower level position classification in the same classification series, except in position classifications with options, the employee shall bump the least senior employee in an option which the employee who is bumping is qualified to perform, in another AFSCME bargaining unit by county (similar to (d) above) but excludes RC-6, RC-9 and CU-500 employees.
- i) Notwithstanding the above, an employee subject to layoff shall be permitted to exercise bumping options at his/her worksite and/or work location, seniority permitting, before bumping to another worksite or work location.
- j) Transfer or Voluntary Reduction in Lieu of Layoff - An employee subject to layoff as defined above shall be offered a transfer or voluntary reduction within the agency's available bargaining unit vacancies in lieu of layoff, and provided the employee is qualified for such vacancy. Offers of transfers or voluntary reduction shall be by seniority. The employing agency's vacancies as defined under Article XIX shall be offered on a statewide basis regardless of the work location or bargaining unit of the vacancy.
- k) Inter-agency Transfer on Layoff - An employee(s) unable to exercise his/her bumping and seniority rights under the above Sections, or for whom the exercise of such rights would result in a two (2) or more pay grade reduction, or would require the employee(s) to travel in excess of thirty-five (35) miles (or twenty (20) miles within Cook County) from his/her current work location, shall have the right to transfer to a permanent vacancy in any AFSCME bargaining unit in the same position classification or other position classification for which he/she is qualified in another agency.
- l) The Union and employees shall be provided thirty (30) days advance notice of the layoff by the agency whenever possible and in emergency layoff situations the Union shall be provided as much advance notice as possible. Such notice to the Union shall contain the details of layoff with respect to numbers, position

classification, and work location.

- m) Employees reduced in pay grade by virtue of bumping or voluntary reduction to avoid layoff shall retain recall rights to his/her former position classification.
- n) It is understood by the parties that promotion in lieu of layoff is not an employee option as stated under this Article.
- o) An employee in a position classification in a semi-automatic series who exercises a bumping right under this Section to the lower level title in the semi-automatic series shall retain his/her current classification.
- p) All bumping rights and rights to vacancies shall extend to previously certified classifications for which he/she is qualified, including classifications which are successor titles and those in the same series but lower than the previously held title, regardless of bargaining unit.
- q) All bumping rights under this Section shall not be exercised between agencies.

Section 4. Recall

- a) (1) RC-6, 9 and CU-500. When staffing is increased or permanent vacancies occur within a position classification or in a position classification lower in the series for titles that are listed under Article XIX, Section 9, employees laid off from such position classification, at the facility shall be notified electronically of any vacancies for positions the employee has identified and has contractual rights to. The employee shall be notified by email and other electronic communications as they become available, of vacancies for the position from which they were laid off, including the classification series, if applicable. Employees who indicate interest via the electronic hiring system in any such positions shall be recalled in accordance with seniority as defined in Article XVIII, Section I; provided, however, when two or more facilities are within the same county, recall will be constituted by county and, thus, laid off employees from such facilities shall be recalled at any facility within said county in accordance with seniority as defined in Article XVIII, Section 1.
- (2) RC-10, 14, 28, 42, 62 and 63. When staffing is increased or permanent vacancies occur within the position classification or in a position classification lower in the series for titles that are listed under Article XIX, Section 9, affected employees in the employing unit shall be notified electronically of any vacancies for position(s) the employee has identified and

has contractual rights to. The employee shall be notified by email and other electronic communications, as they become available, of vacancies for the position from which they were laid off, including the position classification series, is applicable. Employees who indicate interest via the electronic hiring system in any such position shall be recalled in accordance with seniority as defined in Article XVIII, Section 1, provided, however, when two or more employing units are within the same county, recall will be constituted by county. For RC-10, 62 and 63, employees must be qualified to meet the specialized skill(s) of a position in order to be recalled to the position.

If an employee elects a lateral move, or is recalled to another position and county other than his/her previous position and primary county of layoff, he/she shall retain recall rights to his/her previous position and primary county of layoff. If an employee takes reduction in lieu of layoff, he/she shall retain recall rights for their previous classification to his/her primary county of layoff.

- (3) A full-time employee subject to layoff or on layoff who exercises his/her right to bump into or take a vacancy in a part-time position shall be notified electronically of any new vacancies for position(s) the employee has identified and has contractual rights to. The employee shall be notified by email and other electronic communications, as they become available, of vacancies for the position from which they were laid off, including the position classification series, is applicable.
- (4) Recall shall be in the following order of priority:
 - (i) Seniority among employees laid off from the same county who have bid on the position which is being filled; and,
 - (ii) Seniority among other employees laid off who have bid on the position which is being filled.
- b) Permanent vacancies not filled by bid among those employees who have contractual rights via recall, shall be offered to employees from higher level position classification who bid on the position via recall, provided such employees have not previously declined similar vacancies. Management is under no obligation to offer such permanent vacancies to employees who bid via higher level position classification recall lists if the qualifications for such positions are extremely restrictive and if it is determined that such employee would, therefore, not qualify for the permanent vacancy. To the extent practicable, new employees will not be

hired for permanent vacancies when there is an employee who bids on recall for a higher rated position classification within the same employing unit. Employees who have previously elected voluntary reductions or have been bumped down shall not be offered such vacancies if they remain employed by the Employer and the vacancy is equal to or lower rated than their present position.

- c) An employee laid off shall retain and accumulate seniority and continuous service during such layoff not to exceed four (4) years. Nothing herein shall prohibit the parties from extending such period upon mutual agreement.
- d) A laid off employee who fails to respond within ten (10) work days of the recall, or upon acceptance fails to be available for work within five (5) calendar days, shall forfeit all recall rights, unless the employee provides good cause for not so reporting. Notice of recall shall occur via the method used for all hiring notifications.
- e) The employee's right to recall shall exist for a period of four (4) years from the date of layoff. Nothing herein shall prohibit the parties from extending such period upon mutual agreement.
- f) There shall be no appointments under Personnel Rules 302.90 and 302.580 (except as provided in this Agreement) to any position classification where there are employees with recall rights under this Agreement except where there is a demoted employee or an employee being reduced as a result of a layoff.
- g) Employees who after layoff or voluntary reduction in lieu of layoff are returned to the former position classification from which they were laid off or voluntarily reduced shall be placed at a pay step based on creditable service as if uninterrupted.
- h) If an employee is recalled and is unavailable to accept the position due to documented medical reasons, the agency may bypass the employee and the employee shall subsequently be notified electronically of any vacancies for position(s) the employee has identified and has contractual rights to. The employee shall be notified by email and other electronic communications, as they become available, of vacancies for the position from which they were laid off, including the position classification series, if applicable.
- i) If a probationary employee is recalled, he/she shall serve the remainder of his/her probationary period or no less than two (2) months, whichever is greater.
- j) Failure to appropriately notify the employee of a vacancy for recall shall be handled in accordance with the Special Grievances MOU.

Section 5. Non-Scheduling of Intermittents

A. Department of Employment Security

The non-scheduling of intermittent employees shall be done on the basis of inverse seniority, applied among the employees at the immediate work location.

Utilization of intermittents is determined by seniority. Intermittents who are scheduled less than four (4) days a week in their parent Cost Center will be offered opportunity for listing in Regional Pools. They will continue attachment to their original Cost Center of assignment.

Available work will be offered to intermittents in these pools in order of seniority. Those accepting such work will be detailed to the new Cost Center.

Notice of non-scheduling shall be in writing, on a mutually agreed upon form, and shall be given to the employee and the Union before the mid-point of the previous work day.

At the conclusion of a detail assignment from the Pool, the intermittent may return to the original Cost Center, seniority permitting.

Any intermittent employee in non-work status for a period of two (2) calendar years shall be subject to termination.

Intermittents who have worked at least 1200 hours over the prior 18 months, and have been non-scheduled for more than half the normal work schedule over the most recent 180 calendar days, or intermittents who have been informed by the Department that they are unlikely to be scheduled for at least 180 days, shall upon request be designated as subject to layoff for the purpose of exercising their rights under Article XIX, Section 2B.c) Intra- and Inter-Agency Transfer on Recall and under Appendix A, Section 11 Laid Off and Furloughed Employees. Such rights under Article XIX, Section 2B.c) Intra- and Inter-Agency Transfer on Recall shall extend for a period of two (2) years from the last date scheduled. Conversion of Intermittent Employment Security Program Representatives and Intermittent Employment Security Service Representatives shall be conducted under Article XIX, Section 8 prior to these rights being afforded.

B. RC-42 Only

The non-scheduling of intermittent employees shall be done on the basis of inverse seniority, applied among the employees at the immediate work location.

Utilization of intermittents is determined by seniority.

When the employee reports for work on his/her regularly scheduled work day and is sent home from the work site by the Employer, the employee shall be guaranteed two (2) hours straight time pay if he/she has not worked at least two hours that day.

Any intermittent employee in non-work status for a period of two calendar years, shall be subject to termination.

C. RC-10 only

The non-scheduling of intermittent employees shall be done on the basis of inverse seniority, applied among the employees at the immediate work location, unless mutually agreed otherwise.

Notice of non-scheduling shall be in writing, on a mutually agreed upon form, and shall be given to the employee and the Union before the mid-point of the previous work day, unless mutually agreed otherwise.

Any intermittent employee in non-work status for a period of two (2) calendar years shall be subject to termination.

Section 6. Workers' Compensation Commission Technical Advisors

- a) An employee who is subject to layoff is defined as that employee who is scheduled to be laid off by the employing Agency or removed from his/her position, even though he/she still may be on the Agency's payroll. Workers' Compensation Commission Technical Advisors who were appointed by a Commissioner and working for the Illinois Workers' Compensation Commission shall be considered employees subject to layoff when they are not reappointed by a newly appointed Commissioner of the Workers' Compensation Commission, or when their original appointment was made by a different Commissioner, and they may not replace other Technical Advisors working for the Workers' Compensation Commission who were appointed by a Commissioner nor are they subject to recall to Technical Advisor positions appointed by Commissioners of the Illinois Workers' Compensation Commission.
- b) Technical Advisors working for the Workers' Compensation Commission not reappointed by a new Workers' Compensation Commission Commissioner shall not be subject to recall to an Workers' Compensation Commission Technical Advisor position appointed by a Commissioner of the Workers' Compensation Commission. Workers' Compensation Commission Technical Advisors shall be subject to recall rights pursuant to Section 4 of this Article to any other bargaining unit position other than a Technical Advisor position appointed by a Commissioner of the Illinois Workers' Compensation Commission.
- c) A newly appointed Workers' Compensation Commission Commissioner shall have a period of up to six (6) months to evaluate a Technical Advisor appointed by a previously appointed Workers' Compensation Commissioner without the Technical Advisor gaining job status rights as an appointee of the newly appointed Workers' Compensation Commissioner. Retention beyond the six (6) months will be indicative of reappointment.

- d) Workers' Compensation Commission Commissioners shall not be required to appoint Technical Advisors from a recall list to positions within the jurisdiction of the Workers' Compensation Commission Commissioner to appoint outside the parameters of the Personnel Code. Any other Technical Advisor position of the Workers' Compensation Commission covered under the jurisdiction of this bargaining unit shall be filled pursuant to the Agreement.

ARTICLE XXI

Continuous Service

Section 1. Definition

Continuous service is the uninterrupted period of service from the date of original appointment to State service, except as provided in Personnel Rule 302.250.

Employees who have accrued continuous service under a different merit system or who have accrued continuous service in State service not covered by any merit system and who move without a break in State service to a position covered by this Agreement shall be given such credit for said service.

Section 2. Interruptions in Continuous Service

Continuous service shall be interrupted by:

- a) Resignation; provided, however, that such continuous service will not be interrupted by resignation when an employee is employed in another position in the State service within four (4) calendar days of such resignation;
- b) Discharge; for just cause;
- c) Termination; because an employee has been laid off for a period of four (4) years.

Section 3. Deductions from Continuous Service

Except as provided in Personnel Rule 302.240, the following shall be deducted from, but not interrupt continuous service:

- a) Time away from work for any leaves of absence without pay totaling more than thirty (30) days in any twelve (12) month period, except time away from work for a leave of absence to accept a temporary, provisional, emergency or exempt assignment in another class, or in other leaves of absence where employees are allowed to accumulate seniority under the provisions of this Agreement, shall not be deducted from continuous service.
- b) Time away from work because of disciplinary suspensions for just

cause totaling more than thirty (30) days in any twelve (12) month period shall be deducted from continuous service.

ARTICLE XXII

Geographical Transfer

In the event a geographical transfer under Personnel Rule 302.430 (the transfer of an employee from one geographical location in the State to another for the performance of duties other than temporary assignments or detailing for the convenience of the Employer) is required, seniority as defined in Article XVIII shall govern, the highest given first preference. If no employee wishes to accept such transfer, the least senior employee in the affected position classification shall be required to take such transfer. If an employee refuses the geographical transfer, the employee will be afforded the right to move into an equal or lower level vacant position only within his/her Agency pursuant to Article XX, Section 3(b). In the event that the employee takes the geographical transfer, refuses the geographic transfer, or moves to vacancy as outlined above, such employee shall have recall rights as set forth in Article XX, Section 4, Recall, however, such recall rights shall be limited to the agency at which the employee was employed at the time he/she was made the subject of a geographic transfer. An employee shall be reimbursed for all reasonable transportation and moving expenses incurred in moving to a new location because of an involuntary permanent geographical transfer.

It is understood that the term geographical transfer includes both transfers across county lines, and, within Cook County, transfers of a significant distance.

Appeals of geographical transfer must be filed pursuant to the Memorandum of Understanding.

ARTICLE XXIII

Leaves of Absence

Section 1. General Leave

The Employer may grant leaves of absence without pay to employees for periods not to exceed six (6) months. Such leaves may be extended for good cause by the Employer for additional six (6) month periods. Any request for such leave shall be made in writing by the employee reasonably in advance of the leave unless precluded by emergency conditions, stating the purpose of the leave, the expected duration of absence, and any additional relevant information.

Section 2. Leave for Elected Office

Any employee who is elected to a State office shall, upon request, be granted a leave of absence for the duration of the elected term.

Section 3. Educational Leave

- a) A leave of absence for a period not to exceed one (1) year may be granted to an employee in order that the employee may attend a recognized college, university, trade or technical school, high or primary school, provided that the course of instruction is related to the employee's employment opportunities with the State and is of potential benefit to his/her State service. Before receiving the leave, or an extension thereof, the employee shall submit to the Employer satisfactory evidence that the college, university or other school has accepted him/her as a student and, on the expiration of each semester or other school term, shall submit proof of attendance during such term. Such leaves may be extended for good cause for additional periods not to exceed one (1) year each. Such leaves or extensions thereof shall not be unreasonably denied. Disputes shall be subject to arbitration pursuant to the Memorandum of Understanding on Special Grievances.
- b) If because of changes in certification, accreditation or licensure employees are required by the Employer to take courses on a part-time basis so as to retain their present position classification such employees shall be granted reasonable time for such without loss of pay. Those employees required to take courses on a full-time basis will be granted a leave of absence without pay. Where employees retain classification status despite increased standards by exercise of Article XXVI, Section 4, such employees shall be eligible for the leaves or time off as provided above if so required by the Employer to attend such courses.

Section 4. Veterans' Leave

Leaves of absence shall be granted to employees who leave their positions and enter military service for five (5) years or less (exclusive of any additional service imposed pursuant to law). An employee shall be restored to the same or a similar position on making an application to the Employer within ninety (90) days after separation from active duty or from hospitalization continuing after discharge for not more than one year. The employee must provide evidence of satisfactory completion of training and military service when making application and be qualified to perform the duties of the position. Any permanent employee drafted into military service shall be allowed up to three (3) days leave

withpay to take a physical examination required by such draft. Upon request, the employee must provide the Employer with certification by a responsible authority that the period of the leave was actually used for such purpose.

Section 5. Military Reserve Training and Emergency Call-up

- a) Any full-time employee who is a member of a reserve component of the Armed Services of the United States, including the reserve components of the Armed Services of any state, or who is a member of the National Guard of any state shall be allowed military leave with pay in accordance with the provisions of the Illinois Service Member Employment and Reemployment Rights Act (330 ILCS 61/) to fulfill the military reserve obligation. Such leaves will be granted without loss of seniority or other accrued benefits.
- b) In the case of an emergency call-up (or order to State active duty) by the Governor, the leave shall be granted for the duration of said emergency with pay and without loss of seniority or other accrued benefits. Military earnings for the emergency call-up paid under the Illinois Military Code must be submitted and assigned to the employing agency, and the employing agency shall return it to the payroll fund from which the employee's payroll check was drawn. If military pay exceeds the employee's earnings for the period, the employing agency shall return the difference to the employee.
- c) To be eligible for military reserve leave or emergency call-up pay, the employee must provide the employing agency with a certificate from the commanding officer of his/her unit that the leave taken was for either such purpose.
- d) Any full-time employee who is a member of any reserve component of the United States Armed Forces or who is a member of the National Guard of any state shall be granted leave from State employment for any period actively spent in such military service including basic training and special or advanced training, whether or not within the State, and whether or not voluntary in accordance with the provisions of the Illinois Service Member Employment and Reemployment Rights Act (330 ILCS 61/).

Section 6. Peace or Job Corps Leave

Any employee who volunteers and is accepted for service in the overseas or domestic Peace or Job Corps shall be given a leave of absence from employment for the duration of the initial period of service and restored to the

same or similar position, provided that the employee returns to employment within ninety (90) days of the termination of the employee's service or release from hospitalization from a service-connected disability.

Section 7. Adoption Leave

Employees shall be granted leaves of absence without pay for a period not to exceed one (1) year for the adoption of a child. Such leave may be extended pursuant to Section 9 of this Article.

Section 8. Child Care Leave

Employees shall be granted leaves of absence without pay for a period not to exceed six (6) months for the purposes of child care in situations where the employee's care of the child is required to avoid unusual disturbances in the child's life. Such leave may be renewed pursuant to Section 1 above. Any request for such leave shall be made in writing by the employee reasonably in advance of the leave unless precluded by emergency conditions, stating the purpose of the leave, the expected duration of absence, and any additional relevant information.

Section 9. Family Responsibility Leave

- a) An employee who wishes to be absent from work in order to meet or fulfill responsibilities, as defined in subsection (f) below, arising from the employee's role in his or her family or as head of the household may, upon request and in the absence of another more appropriate form of leave, be granted a Family Responsibility Leave for a period not to exceed one year. Such request shall not be unreasonably denied. Employees shall not be required to use any accumulated benefit time prior to taking Family Responsibility Leave.
- b) Any request for such leave shall be in writing by the employee reasonably in advance of the leave unless precluded by emergency conditions, stating the purpose of the leave, the expected duration of absence, and any additional information required by agency operations.
- c) Such leave shall be granted to any permanent full-time, or part-time employee pursuant to the Family Medical Leave Act, except that an intermittent employee shall be non-scheduled for the duration of the required leave.
- d) "Family Responsibility" for purposes of this Section is defined as the duty or obligation perceived by the employee to provide care, full-time supervision, custody or non-professional treatment for a member of the employee's immediate family or household under circumstances temporarily inconsistent with uninterrupted

employment in State service.

Subject to the time limits of this Section and to the standards of Section 9(f) below, an employee, upon request, shall be permitted to work a part-time schedule unless to do so would interfere with the operating needs of the Agency. For purposes of the Memorandum of Agreement entitled Part-Time Employees, the employee shall be considered a full-time employee.

- e) "Family" has the customary and usual definition for this term for purposes of this Section, that is:
 - 1) group of two or more individuals living under one roof, having one head of the household and usually, but not always, having a common ancestry, and including the employee's spouse, and/or civil union partner;
 - 2) such natural relation of the employee, even though not living in the same household, as parent, sibling or child; or
 - 3) adoptive, custodial and "in-law" individuals when residing in the employee's household or any relative or person living in the employee's household for whom the employee has custodial responsibility or where such person is financially and emotionally dependent on the employee and where the presence of the employee is needed but excluding persons not otherwise related of the same or opposite sex sharing the same living quarters but not meeting any other criteria for "family".
- f) Standards for granting a Family Responsibility Leave are:
 - 1) to provide nursing and/or custodial care for the employee's newborn infant, whether natural born or adopted for a period not to exceed one (1) year;
 - 2) to care for a temporarily disabled, incapacitated or bedridden resident of the employee's household or member of the employee's family;
 - 3) to furnish special guidance, care or supervision of a resident of the employee's household or a member of the employee's family in extraordinary need thereof;
 - 4) to respond to the temporary dislocation of the family due to a natural disaster, crime, insurrection, war or other disruptive event;
 - 5) to settle the estate of a deceased member of the employee's family or to act as conservator if so appointed and providing the exercise of such functions precludes the employee from working; or,
 - 6) to perform family responsibilities consistent with the intention of this Section but not otherwise specified.
- g) If an agency requires substantiation or verification of the need by the employee for such leave, the substantiation or verification

shall be consistent with and appropriate to the reason cited in requesting the leave, such as:

- 1) a written statement by a physician or medical practitioner licensed under the “Medical Practices Act” (225 ILCS 60 et seq.) or under similar laws of Illinois or of another state or country or by an individual authorized by a recognized religious denomination to treat by prayer or spiritual means, or by a person who holds a current national certification as a nurse practitioner. Such verification shall show the diagnosis, prognosis and expected duration of the disability requiring the employee’s presence.
 - 2) written report by a social worker, psychologist, or other appropriate practitioner concerning the need for close supervision or care of a child or other family member;
 - 3) written direction by an appropriate officer of the courts, a probation officer or similar official directing close supervision of a member of the employee’s household or family; or
 - 4) any reasonable independent verification substantiating that the need for such leave exists.
- h) Such leave may not be renewed, however a new leave may be granted at any time for any appropriate reason other than that for which the original leave was granted.
- i) If an agency has reason to believe that the condition giving rise to the given need for such leave no longer exists during the course of the leave, it should require further substantiation or verification and, if appropriate, direct the employee to return to work on a date certain.
- j) Failure of an employee, upon reasonable request by the employing agency, to provide such verification or substantiation timely may be cause, on due notice, for termination of the leave.
- k) Such leave shall not be used for the purpose of securing alternative employment. An employee during such leave may not be gainfully employed full time, otherwise the leave shall terminate.
- l) Upon expiration of a Family Responsibility Leave, or prior to such expiration by mutual agreement between the employee and the employing agency, the agency shall return the employee to the same or similar position classification that the employee held immediately prior to the commencement of the leave. If there is no such position available, the employee will be subject to layoff in accordance with the Section on Voluntary Reduction and Layoff.
- m) Nothing in this Section shall preclude the abolition of the position classification of the employee during such leave nor shall the employee be exempt from the Section on Voluntary Reduction

and Layoff by virtue of such leave.

- n) The Employer shall pay its portion of the employee's health and dental insurance (individual or family) for up to six (6) months while an employee is on Family Responsibility Leave for a reason that qualifies for a leave pursuant to the criteria set forth in the Family and Medical Leave Act of 1993.

Section 10. Leave for Union Office

The Employer shall grant requests for leaves of absence for not more than thirty (30) bargaining unit employees at any one time for the purpose of service as AFSCME representatives or officers with the International, State, or Local organization of the Union for up to a maximum of two (2) years each, provided the requests for such leave shall normally be made a minimum of five (5) working days prior to the effective date of the leave and the granting of such leave will not substantially interfere with the Employer's operations. Such leaves shall be in increments of no less than one (1) month. The number and length of such leaves may be increased or decreased by mutual agreement of the parties. Leaves currently in effect shall be extended for the duration of the Agreement if so requested.

Section 11. Leave to Take Exempt Position

The Director of Central Management Services may approve leaves of absence for certified employees who accept appointment in a State position which is exempt from Jurisdiction "B" of the Personnel Code. Such leaves of absence may be for a period of one (1) year or less and may be extended for additional one (1) year periods.

Section 12. Attendance in Court

Any employee called for jury duty or subpoenaed by a legislative, judicial, or administrative tribunal, shall be allowed time away from work with pay, except in matters of non-work related personal litigation, for such purposes. Upon receiving the sum paid for jury service or witness fees, the employee shall submit the warrant, or its equivalent, to the agency to be returned to the fund in the State Treasury from which the original payroll warrant was drawn. Provided, however, an employee may elect to fulfill such call or subpoena on accrued time off and personal leave and retain the full amount received for such service. An employee called for reasons contained herein shall have such days considered as days worked for the purpose of scheduling and shall be given commensurate days off from work on his/her next scheduled work day(s) for any days which he/she would otherwise not have worked. Employees selected to serve on a jury shall, upon request receive temporary work schedule change to the day shift for the duration of his/her jury duty period.

An employee subpoenaed by a legislative, judicial, or administrative tribunal for non-work related personal litigation shall be granted benefit time if such time is available or authorized dock time at the employee's choice.

Section 13. Leave to Attend Professional Meetings

Employees shall be granted reasonable amounts of leave with pay to attend professional meetings when related to state employment and approved in advance by the Employer.

Section 14. Leave for Personal Business

- A. All employees shall be permitted three (3) personal days off each calendar year with pay. Employees entitled to receive such leave who enter service during the year shall be given credit for such leave at the rate of one-half (1/2) day for each two (2) months' service for the calendar year in which hired. Such personal leave may not be used in increments of less than one-half (1/2) hour at a time. Supervisors may however, grant employee requests to use personal leave in increments of fifteen (15) minutes after a minimum use of one-half (1/2) hour. Except for those emergency situations which preclude the making of prior arrangements, such days (or hours) off shall be scheduled sufficiently in advance to be consistent with operating needs of the Employer. Personal leave shall not accumulate from calendar year to calendar year; nor shall any employee be entitled to payment for unused personal leave upon separation from the service, unless such separation is due to retirement, disability or death, in which event the employee, or the employee's estate, as the case may be, shall be paid a lump sum for the number of days for leave for personal business which the employee had accumulated but not used as of the day his/her services were terminated, in an amount equal to one-half (1/2) of his/her pay per working day times the number of such leave days so accumulated and not used.
- B. When requested within current procedural guidelines, with reasonable advance notice, personal business days shall be granted, unless an emergency of an extreme nature would cause cancellation of such day off. When an employee is claiming an emergency situation in regards to use of a personal business day, the Employer has the right to inquire as to the nature of the emergency, although normally such inquiry would occur when reasonable grounds exist to suggest abuse, or if an operational emergency of an extreme nature exists.

The necessity of overtime assignment shall not be a consideration in the granting of requested personal time under this Section 14.

- C. If an employee claims the use of an emergency personal business day on holidays listed in this Agreement, or on the day before or day after said holiday, the Employer has the right, upon request, to require documentation of the emergency when reasonable grounds exist to suggest abuse.

Section 15. Bereavement Leave

Upon request, employees shall be granted paid leave to attend the funeral or similar service, for related travel, and bereavement time, upon the death of a member of the employee's immediate family. For the first instance in a calendar year, the employee shall be granted two scheduled work days. In the event there is a second in the calendar year, the employee shall be granted one scheduled work day. Leave shall be limited two instances per calendar year. Documentation of the relationship to the deceased may be required.

Immediate family is defined pursuant to this Section as: father, mother, sister, brother, spouse, children, grandparent and grandchildren including relationships established by marriage.

Section 16. Sick Leave

- A. All employees shall accumulate paid sick leave at the rate of one (1) day for each month's service. Sick leave may be used for illness, disability, or injury of the employee, appointments with a doctor, dentist or other professional medical practitioner (including a person who holds a current national certification as a nurse practitioner), and in the event of illness, disability, injury, appointments with a doctor, dentist or other professional medical practitioner (including a person who holds a current national certification as a nurse practitioner), or death of a member of an employee's immediate family or household. For purposes of definition, the "immediate family or household" shall be husband, wife, civil union partner, mother, father, mother-in-law, father-in-law, brother, sister, children, grandchildren or any relative or person living in the employee's household for whom the employee has custodial responsibility or where such person is financially and emotionally dependent on the employee and where the presence of the employee is needed. Sick leave may also be used in the event of death of grand relations and parent-and child-in-laws and brother and sister-in-laws. Such days may be used in increments of no less than one (1) hour at a time for RC-10, 14, 28, 42, 62 and 63 bargaining unit employees. For RC-6 and 9 bargaining unit employees, except for pre-scheduled office visits or examinations which may be charged against sick leave in one (1) hour increments, sick leave shall be used in one-half (1/2) day increments. For all

bargaining units, supervisors may however, grant employee requests to use sick leave in increments of fifteen (15) minutes after a minimum use of one-half (1/2) hour. The Employer will not discipline an employee for legitimate use of sick days if taken within procedural guidelines. The Employer may request evidence, which may be in the form of a written medical certification of use of sick leave if reasonable grounds exist to suspect abuse. If the Employer demands an additional form of proof, different than that which was furnished by the employee, and involves cost to the employee, the Employer shall pay the cost of such professional services when such verifies that the employee was not abusing sick leave. When the employee is directed to obtain such evidence during his/her hours of scheduled work, the employee shall be allowed time off without loss of pay or other benefits. Abuse of sick time is the utilization of sick days for reasons other than those stated in the Collective Bargaining Agreement. Visits of four (4) days per year to a Veterans' hospital or clinic for examination needed because of military service connected disability shall be in pay status without charge to sick leave.

- B. Guidelines on Proof Status. At the time an employee is placed on proof status, the Employer will submit to the employee, in writing, the reasons for placing the employee on proof status. The amount of usage of sick time alone shall not be the basis for placing an employee on proof status. Proper medical certification must contain the following elements:
 - a) Signature (handwritten or electronic), address, and phone number of the medical practitioner (or authorized designee).
 - b) The pertinent date(s) in question of the illness or injury.
 - c) An indication that the employee was unable to work on the date(s) in question for reasons of personal or family illness. Provided the certification satisfies the intent of this paragraph, it is understood the word "unable" is not required to be on medical certification.
 - d) The original medical statement must be submitted; if the employee needs a copy management will provide.
- C. Notwithstanding the above, the Employer may accept an electronically generated statement with an electronic signature or a facsimile with cover page, as long as the necessary information is provided as set forth in (a), (b), (c) and (d).
- D. An employee, not on proof status, who utilizes sick leave may, at the employee's discretion provide medical certification for any such absence and have such certification included in his/her supervisor's file. Absences for which medical certification has been provided shall not be a consideration in the determination of whether or not to

- place an employee on proof status.
- E. An employee who is in pay status for a minimum of 979 hours to a maximum of 1957.5 hours in a calendar year, shall be awarded the equivalent pro-rated value of one additional personal day on January 1st of each calendar year, if no sick time was used in the preceding twelve (12) month period, beginning on January 1st and ending on December 31st. Such additional personal day shall be liquidated in accordance with Section 14 of this Article. Overtime hours paid do not count towards the minimum and maximum hours above.
 - F. The local union shall be notified of an employee's placement on proof status. If the local union objects to such placement, they may file a grievance directly to Step 3 of the grievance procedure.

Section 17. Payment in Lieu of Sick Leave

- a) Upon termination of employment for any reason, upon movement from a position subject to the Personnel Code to another State position not subject to the Code, or upon indeterminate layoff, an employee or the employee's estate is entitled to be paid at half rate for unused sick leave which has accrued on or after January 1, 1984, and prior to January 1, 1998, provided the employee is not employed in another position in State service within four (4) calendar days of such termination.
- b) For purposes of this Section sick leave is deemed to be used by an employee in the same order it is granted, that is, the earliest accrued sick leave is liquidated first.

Effective January 1, 1998, sick leave used by an employee shall be charged against his or her accumulated sick leave in the following order: first, sick leave accumulated before January 1, 1984; then sick leave accumulated on or after January 1, 1998; and finally sick leave accumulated on or after January 1, 1984 but before January 1, 1998.

- c) In order to determine the amount of sick leave to be paid upon termination of employment, the operating agency will: (i) compute the amount of sick leave granted to the employee on and after January 1, 1984 and prior to January 1, 1998; (ii) compute the employee's leave balance at time of termination; and (iii) cause lump sum payment to be paid for one half of the amount of (i) or (ii), whichever is the lesser amount.
- d) In the event an employee has a negative sick leave balance when employment is terminated, no payment shall be made to the employee and the unrecouped balance due is canceled.
- e) An employee who is reemployed, reinstated or recalled from indeterminate layoff and who received lump sum payment in

lieu of unused sick days may have such days restored by returning the gross amount paid by the State for the number of days to be so restored to the employee's sick leave account.

- f) An employee shall be allowed to carry over from year to year of continuous service any unused sick leave allowed under this Section and shall retain any unused sick leave or emergency absence leave accumulated prior to December 19, 1961.
- g) Accumulated sick leave available at the time an employee's continuous State service is interrupted for which no salary payment is made shall upon verification be reinstated to the employee's account upon return to full time or regularly scheduled part-time employment except in temporary or emergency status. This reinstatement is applicable provided such interruption of service occurred not more than five (5) years prior to the date the employee reenters State service and provided such sick leave has not been credited by the appropriate retirement system towards retirement benefits.
- h) An employee taking leave to provide nursing and/or custodial care for the employee's newborn infant, whether natural born or adopted, shall not be required to use any amount of accumulated sick leave he/she does not request.
- i) The guidelines for enrollment and usage of Sick Leave Banks are enumerated in the Memorandum of Understanding entitled "Sick Leave Bank".

Section 18. Carry-Over

Employees shall be allowed to carry over from year to year of continuous service any unused sick leave allowed under this provision and shall retain any unused sick leave accumulated prior to the effective date of this Agreement.

Section 19. Advances

Any employee with more than two (2) years continuous service, whose personnel records warrant it may be advanced sick leave with pay for not more than ten (10) working days with the written approval of the Employer. Such advances will be charged against sick leave accumulated later in subsequent service.

Section 20. Service-Connected Injury and Illness

An employee who suffers an on-the-job injury or who contracts a service-connected disease, shall be allowed full pay during the first calendar week without utilization of any accumulated sick leave or other benefits, provided the need for the absence is supported by medical documentation. This allowance with full pay for up to one calendar week shall be made in advance

of the determination as to whether the injury or illness is service connected. If, within 30 days of the date of the allowance of full pay under this section, the employee has failed to complete the required paperwork and submit documentation to reach a decision regarding the service connected nature of the injury or illness, the time granted may be rescinded and the days will be charged against the employee's accumulated benefit time. Thereafter, the employee shall be permitted to utilize accumulated sick leave. In the event such service-connected injury or illness becomes the subject of an award by the Workers' Compensation Commission, the employee shall restore to the State the dollar equivalent which duplicates payment received as sick leave days, and the employee's sick leave account shall be credited with the number of sick leave days used. An employee who suffers an on-the-job injury or who contracts a service-connected disease shall not be required to utilize any accumulated sick days prior to being granted an illness or injury leave under Section 22, below. Any absence from work due to a service-connected injury or illness shall not be counted as time used under FMLA.

Employees whose compensable service-connected injury or illness requires appointments with a doctor, dentist, or other professional medical practitioner shall with supervisor approval be allowed to go to such appointments without loss of pay and without utilization of sick leave.

Section 21. Alternative Employment Program

The Employer will implement an alternative employment program for any employee who is able to perform alternative employment after a work related or non-work related disability which precludes that employee from performing his or her currently assigned duties pursuant to P.A. 84-876 as it pertains to Section 8c (6) of the Personnel Code.

Section 22. Illness or Injury Leave (Non-service Connected)

Employees who have utilized all their accumulated sick leave days (except as provided in Section 19 above) and are unable to report to or back to work because of the start of or continuance of their sickness or injury, including pregnancy related disability, shall receive a non-service disability leave. During said leave the disabled employee shall provide written verification by a person licensed under the Illinois Medical Practice Act or under similar laws of Illinois (including a person who holds a current national certification as a nurse practitioner). Such verification shall show the diagnosis, prognosis and expected duration of the disability; such verification shall be made no less often than every thirty (30) days during a period of disability unless the nature of the illness precludes the need for such frequency. Prior to requesting said leave, the employee shall inform the Employer in writing the nature of the disability and approximate length of time needed for leave. The written statement shall be provided by the attending physician. If the Employer has

reason to believe the employee is able or unable to perform his/her regularly assigned duties and the employee's physician certifies he/she as being able or unable to report back to work the Employer may rely upon the decision of an impartial physician as to the employee's ability to return to work. Such examination shall be paid for by the Employer. The Employer will not arbitrarily deny such leave request.

Section 23. Treatment of Seniority

- a) A certified employee shall retain and continue to accumulate seniority and continuous service while on leaves provided for under this Article except those leaves under Section 21 accumulation shall not exceed three (3) years and Sections 1 and 2 where there shall be no accumulation of seniority and continuous service. A probationary employee serving an initial probation shall not accumulate seniority during such leave beyond the amount of time they have been employed with the State provided that such accumulation shall not reduce the probationary period.
- b) Seniority and continuous service for intermittents on leave of absence shall accrue by the ratio of hours paid to full time for the three (3) months prior to leave or the three (3) months prior to being involuntarily non-scheduled as a result of the 1500 hours limit if such limit was reached in the Cost Center during the three (3) months prior to the leave.

Section 24. Employee Rights After Leave

When an employee returns from any leave of absence permitted by this Agreement, the Employer shall return the employee to the same or similar position in the same position classification in which the employee was incumbent prior to the commencement of such leave, seniority permitting. If the employee does not have the seniority, the layoff provisions of this Agreement shall apply.

Section 25. Failure to Return from Leave

Failure to return from a leave of absence within five (5) days after the expiration date thereof may be cause for discharge, unless it is impossible for the employee to so return and evidence of such impossibility is presented to the Employer within five (5) days after the expiration of the leave of absence or as soon as physically possible. If the Employer sends notification of a Pre-Disciplinary meeting for failure to return from leave, to an employee's home the notification must be by certified mail. Once a new notification system is implemented the parties will discuss the impact of replacing the certified mail notification.

Section 26. Resolution of Leave Disputes

If a dispute is present regarding an employee's ability to perform his/her assigned duties, including light duty in agencies with such policies, the parties shall seek and rely on the decision of an impartial physician who is not a State employee. Any physician used in accordance with this Section must be mutually agreed to by the parties.

In the case of a dispute involving service connected injury or illness, no action shall be taken which is inconsistent with relevant law and/or regulations of the Illinois Workers' Compensation Commission. Such determination shall pertain solely to an employee's right to be placed on or continued on illness or injury leave, including service connected illness or injury leave. For service connected illness or injury leave the right to select the impartial physician shall be between the Union and the Department of Central Management Services.

Section 27. Parental Leave

All employees who provide proof of their pregnancy or that of their partner at least 30 days prior to the expected due date will be eligible for 12 weeks (60 work days) of paid parental leave for each pregnancy resulting in birth or multiple births. Should both parents be employees they shall each be eligible for 12 weeks of paid maternity/paternity leave which may be taken consecutively or concurrently. No employee will be allowed to take less than a full work week (5 consecutive days). Regardless of the number of pregnancies in a year, no employee shall receive more than 12 weeks (60 work days) of paid leave under this Section per year. The State shall require proof of the birth. In addition, non-married employees may be required to provide proof of parentage such as a birth certificate or other appropriate documentation confirming parentage. Leaves under this Section for a maximum of six (6) weeks, shall also be granted for the loss of a pregnancy that occurs at or after twenty (20) weeks of pregnancy.

All bargaining unit members are eligible for twelve (12) weeks (60 days) of paid leave with a new adoption, with the leave to commence when physical custody of the child has been granted to the member, provided that the member can show that the formal adoption process is underway. In the event the child was in foster care immediately preceding the adoption process the leave will commence once a court order has been issued for permanent placement and the foster parent has been so notified of their right to adopt as long as the foster child has not resided in the home for more than four (4) years. The agency personnel office must be notified, and the member must submit proof that the adoption has been initiated. Should both parents be employees they shall each be eligible for 12 weeks of paid parental leave which may be taken consecutively or concurrently. No employee will be allowed to take less than a full work week (5 consecutive work days). Regardless of the number of

adoptions in a year, no individual shall receive more than 12 weeks (60 work days) of paid leave under this Section per year.

Parental leave is for the purpose of bonding with the new member of the household and to allow the birth parent to heal. Employees are not eligible for the above referenced leave in the event the adoption is for a step-child or relative with whom the employee has previously established residency for a period of one (1) year or more.

Section 28. Family Medical Leave Act

Employees who qualify for intermittent leave pursuant to the Family Medical Leave Act shall be granted such intermittent leave.

ARTICLE XXIV

Personnel Files

Section 1. Number, Type and Content

Only one (1) personnel file shall be maintained at a facility for each employee and the Agency shall have the right to maintain a personnel file at their central office. The Department of Central Management Services shall keep and maintain an official personnel file for employees, which shall contain no information not in the facility (work location) file. No other files, records or notations shall be kept by the Employer or any of its representatives except as may be prepared or used by the Employer or its counsel in the course of preparation for any pending case, such as an DHR or Civil Service matter or grievance. (RC-6-9-10-14-28-42-62, 63 & CU-500)

A regional office personnel file may also be maintained by an agency. Such file, however, shall contain no information not in the work location file. (RC-10, RC-14, RC-28, RC-42, RC-62, RC-63)

Section 2. Supervisor's Files

An employee's supervisor may maintain a file pertaining to an employee which shall contain job related information only. It shall be the supervisor's responsibility to inform the employee of any detrimental material in the file that may affect the employee's performance evaluation. An employee may grieve over the factuality or propriety of any material in such file. Such files shall be confidential. Both parties agree that an employee's failure to challenge any material in such file does not justify the conclusion that the employee is in agreement with any such material. The file shall not follow the employee upon leaving the jurisdiction of the supervisor. However, nothing precludes the supervisor from conducting a performance evaluation (CMS-201) at the time an employee leaves his/her jurisdiction. Any detrimental material shall be removed from the file after twelve (12) months from the date of placement

of such. Such files shall not contain a copy of any disciplinary action against an employee.

Section 3. Employee Review

Employees and/or their authorized Union representatives if authorized by the employee shall have the right, upon request, to review the contents of their personnel files and supervisor's files. Such review may be made during working hours, with no loss of pay for time spent, and the employee may be accompanied by a Union representative if he/she so wishes. Reasonable requests to copy documents in the files shall be honored.

Section 4. Employee Notification

A copy of any disciplinary action or material related to employee performance which is placed in the personnel file shall be served upon the employee (the employee so noting receipt), or sent by certified mail (return receipt requested) to his/her last address appearing on the records of the Employer. It is the obligation of each employee to provide the Employer with his/her current address.

Section 5. Non-Job Related Information

Detrimental information concerning non-merit factors not related to the performance of job duties shall not be placed in an employee's personnel file, nor be placed in a supervisor's file so maintained for the employee.

Section 6. Telephone Numbers

Upon request of the Employer, an employee shall provide the Employer with his/her current phone number. The Employer shall not release an employee's phone number and/or address to non-work related sources without the employee's permission.

Section 7. Privacy

The Employer shall take the necessary steps to protect the integrity of employee information and information related to collective bargaining matters. Access to such information shall be limited to those individuals or entities for whom the information is essential. The Employer shall be able to identify persons or entities that have had access to the information. The parties recognize the Employer's obligation to comply with Federal and State laws which help ensure the confidentiality of employees' personal information including, but not limited to the Personnel Records Review Act (820 ILCS 40/0.01), the Illinois Freedom of Information Act, the Illinois Public Labor Relations Act, and the Federal Health Insurance Portability and Accountability Act of 1996 (HIPAA), (Pub. L.No. 104-191).

The Employer shall not provide to any entity that is not party to this

agreement any information that pertains to bargaining unit employees, to the Union, or to matters related to collective bargaining, unless required to do so by law, the operations of State government and/or business relationship.

Information the Employer shall protect and shall not, unless required by law, the operations of State government and/or business relationship to provide to third parties includes unique identifiers, including a person's social security number, driver's license number, employee identification number, biometric identifiers, personal financial information, home or personal telephone numbers, and personal email addresses, home address, including zip code and county, date of birth, and personal license plates, except as otherwise provided by law or when compiled without possibility of attribution to any person. Such protected information shall also include information identifying employees included in a bargaining unit. Employee payroll deduction information (including, but not limited to, the names or other identifying information of individual employees who have or have not authorized deductions, the identities of the entities designated for deductions and the amounts of such deductions), employee membership or membership status in a labor organization or other voluntary association (including whether employees are members of such organization, the identity of such organization, whether or not employees pay or authorize the payment of any dues or monies to such organization, and the amounts of such dues or monies), information related to collective negotiating matters (including employee activities and administration of collective bargaining agreements) and emails or other communications between a labor organization and its members.

The Employer shall notify the Union of any third party requests for protected information requested via the Freedom of Information Act as soon as practicable and prior to responding to any such request. The Employer shall also provide the Union with a copy of it's response as soon as practicable but no later than five (5) days after responding.

ARTICLE XXV

Working Conditions, Safety and Health

Section 1. Safety and Health

The parties agree that joint labor/management safety and health committees for each work location shall meet on a bi-monthly basis or promptly upon the reasonable request of either party for the purposes of identifying and correcting unsafe or unhealthy working conditions which may exist considering the nature and requirements of the respective work locations, including:

- (i) Inadequate or insufficient lighting for the performance of bargaining unit work;
- (ii) Inadequate, insufficient or improperly marked first aid chests;
- (iii) Excessive noise levels;
- (iv) Inadequately supplied, unclean or unsanitary restrooms;
- (v) Inadequate personal security for employees;
- (vi) Indoor Air Quality;
- (vii) Working conditions that are not ergonomically correct;
- (viii) Unsafe vehicles;
- (ix) Workplace violence;
- (x) Inadequate vermin control;
- (xi) Potable water supply;
- (xii) Bed bug infestations;
- (xiii) Building and/or room temperature;
- (xiv) Recordable injuries as defined by the Occupational Safety and Health Act, 820 ILCS 219/1;
- (xvi) Unsafe conditions, including unsafe conditions caused by the lack of adequate staffing.

Where, following such meetings, agreement is reached as to the existence of the unsafe or unhealthy working condition, the Employer shall attempt to correct it within a reasonable time, utilizing existing budget funds. If no budget funds are then available, the Employer shall make provisions for such corrections in its next budget. Notwithstanding the above, a health and safety problem which is a violation of an OSHA standard, as either determined by OSHA or mutually agreed to by the parties, shall be remedied in accordance with the law. Subject to the operating needs of the Employer and with reasonable advance notice, the Union shall have the right to have the premises inspected by an inspector of the Union's choosing, at no expense to the Employer.

In the event a grievance over Section 1 and 2 of this Article proceeds to Step 4b of the grievance procedure, the arbitrator shall determine:

- (i) Whether the claimed unsafe or unhealthy working condition exists;
- (ii) If so, whether the Employer's proposed remedy thereof is reasonable and in accordance with Section 2 of this Article under the relevant circumstances.

If the arbitrator determines that the claimed unsafe or unhealthy working condition exists and the Employer's proposed remedy is unreasonable, he/she shall order it corrected and the Employer shall make every effort to correct it using the best means available to do it. Provided, however, that where funds for the remedy have not been budgeted, the Employer shall make every effort to secure the necessary funds to correct the condition. Notwithstanding the above, a health and safety problem which is a violation of an OSHA standard,

as either determined by OSHA or mutually agreed to by the parties, shall be remedied in accordance with the law.

Where a risk of serious harm exists, the Union may grieve at any time at Step 4a whereupon the parties shall meet as soon as practicable but within no more than ten (10) workdays. In the event the parties are unable to resolve the issue the parties shall work together to move the issue to arbitration in an expeditious manner.

Section 2. State Health and Safety Program

The Employer shall provide a safe work environment consistent with the Occupational Safety and Health Act, 820 ILCS 219/1 and with the standards set by the Illinois Department of Labor.

The Employer and the Union shall act cooperatively to develop programs designed to reduce the risk of violence and injuries in the workplace. When a recordable injury has occurred, that results in an employee(s) missing more than one shift of work due to the injuries, the Employer shall conduct an investigation and prepare a report which identifies the causes of the injury and remedies, if any. If the investigation extends beyond 15 days the Employer shall report to the Local Union on the progress of the investigation on a bi-weekly basis. A copy of such report shall be provided to the Local Union within twenty-four (24) hours after the report has been completed .

Health and safety records, pertaining to bargaining unit employees or issues at buildings where they work, shall be made available to Union representatives upon written request, in accordance with agency rules, regulations and other applicable privacy standards including but not limited to HIPAA.

The Employer shall designate a Safety Officer for each agency with 500 or more employees within 60 days of the execution of this agreement and will notify the Union when that appointment is made. The Safety Officer shall have training in occupational safety and health issues.

Section 3. Working Conditions

The Employer shall endeavor to provide:

- (i) Adequate lounge and/or eating areas, separated from patients, clients, and employees' normal areas of work, as agreed in local supplements.
- (ii) Prompt repair and service to mechanical equipment used by employees in the course of their normal work duties.
- (iii) All State owned or leased vehicles which fall under the Department of Central Management Services' Vehicle Rules shall undergo regular service and/or repair in order to maintain the vehicles in roadworthy, safe operating conditions.
- (iv) Agencies shall have vehicles inspected by DCMS at least

once per year and shall maintain vehicles in accordance with the schedules provided by DCMS or other schedules acceptable to DCMS that provide for proper care and maintenance of special use vehicles.

- (v) All work sites and vehicles shall be smoke-free. Where applicable, the parties shall negotiate smoking policies compliant with the Smoke Free Illinois Act (Public Act 95-0017), through supplemental negotiations at the facility or agency level pursuant to the Memorandum of Understanding entitled Supplementary Agreements. In addition, at any time during the term of this agreement, either party may propose smoking policies at a work site, or changes to such policies in compliance with the Act. The parties shall negotiate for ninety (90) days, at which time either party may move the issue to arbitration pursuant to the Memorandum of Understanding entitled Special Grievances. The Arbitrator shall consider the reasonableness of each party's position.

Section 4. Meals

- a) Employees shall be provided with free meals in accordance with the present practices and policies.
- b) DOC/DJJ:
 - (i) The present practice with regards to providing meals for employees in work release facilities shall continue. All employees working in other Department of Corrections and Juvenile Justice facilities shall be entitled to at least one (1) free meal, provided by the Employer during the course of their normal shift hours.
 - (ii) Employees working in Juvenile facilities may be provided with more than one (1) free meal dependent upon the present practices and policies.
- c) Where additional meals are available in Department of Veterans Affairs facilities they will be made available to employees upon request at no cost.
- d) Other meals shall be provided in accordance with the present travel regulations of the Department of Central Management Services.

Section 5. Damage to Personal Property

In accordance with the current agency practices and the amounts provided for thereunder, employees shall be reimbursed for the cost of any personal property destroyed or damaged in the line of duty. The Employer

will also endeavor to provide a secure place for storing wearing apparel.

Upon request, agency labor/management meetings may review the establishment or revision of conditions for reimbursing employee claims deriving from damages to or destruction of personal property articles by the direct action of residents or clients against the person of the employee, including time limits for reporting and rates of reimbursement.

Section 6. Privacy

Subject to security requirements the Employer shall respect the privacy of an employee's personal belongings. Consistent with applicable laws, the Employer retains the right to control or inspect property that it owns or maintains, including, but not limited to, items such as desks, lockers, desk and cabinet drawers, vehicles, and computers. In the event the Employer is inspecting property controlled by the Union, it shall do so in the presence of a Union representative.

Section 7. Hazardous Traveling Conditions

Where extreme weather conditions, in the Department of Central Management Services' judgment, require early dismissal, all employees within the same geographical area shall be treated equally subject to the operating needs of the agency.

Section 8. Communicable Disease

In case of a suspected outbreak of a communicable disease, the Employer shall offer tests for such within the appropriate affected area, at no cost to the employees, where it gives such tests to the residents.

In cases of suspected exposure to TB, MRSA, or Hepatitis B, the Employer shall offer free testing, shots and time off (as may be medically required) to DCFS, DHS, DNR, DPH, DVA and IDOC/DJJ employees in the affected area.

When testing for communicable disease is required, upon request by the Union the parties shall meet to discuss and evaluate appropriate testing protocols.

Section 9. Hazardous Substances

In the event of an employee exposure to an unknown potentially harmful substance the Employer shall have tests conducted as soon as practicable to determine the nature of the substance and its potential hazards. The Employer will provide a plan for how it will seek testing of such substances to the Local Union. The results of such tests shall be made available to the Union within 24 hours of receipt of the results.

The parties shall meet within three months of the execution of this agreement to discuss the feasibility of establishing a central mail reception

site for the purpose of scanning and delivering mail electronically in the Department of Corrections or purchasing screening and scanning equipment for each facility. In the Department of Juvenile Justice and the Department of Human Services forensic facilities, if issues regarding incoming mail arise the parties shall meet to discuss the feasibility of establishing a central mail reception site for the purpose of scanning and delivering mail electronically.

Each facility shall maintain onsite emergency stabilization remedies for hazards that are reasonably anticipated based on the work performed by the employees at the facility and shall make remedies available to affected employees.

Section 10. Equipment and Clothing

Protective equipment and wearing apparel, as required by the Employer, shall be provided and cleaned by the Employer.

All Revenue Special Agents will be provided a bullet proof vest and a weapon by the Employer, at no cost to the employee.

All Department of Veterans' Affairs bargaining unit employees required to wear scrubs and special shoes at their own expense shall receive a uniform allowance of \$500 per year.

Upon request by the Union, the parties shall negotiate a mutually acceptable dress code, or review existing dress code policies and negotiate any necessary changes in the Department of Veteran's Affairs.

Ninety (90) days after ratification of the agreement, the Employer shall order body armor vests for IDOC employees who are assigned to an armed transport team for the transport of individuals in custody outside an IDOC facility. The Employer shall replace body armor vests, in accordance with suggested manufacturer guidelines regarding vest lifecycle or when normal wear and/or damage would require such.

The Employer shall provide identification badges to Child Protection Investigators in DCFS and Internal Security Investigators in ISP. The design of the identification badges shall be negotiated by the parties within three months of the effective date of this agreement.

Section 11. Computer Equipment/ Video Display Terminals /Cathode Ray Equipment

The Employer and the Union will attempt to keep current with monitoring studies and reports on the effects, if any, of computer equipment and their affects on the health and safety of the operators. The parties also agree to summarize any relevant findings and disseminate them to user agencies and health and safety committees.

When an Agency purchases new office equipment utilized by personnel operating computer equipment, it shall contain glare screens if necessary, chairs with adjustable heights and back rests, foot rests and adjustable tables

for holding keyboards.

Pregnant employees and employees who are nursing and who regularly operate Video Display Terminals may, upon request, be permitted to adjust or otherwise change assignment, if such adjustment or change can reasonably be made and is consistent with the State's operating needs.

If such adjustment or change cannot be made, the employee shall, upon request, be granted illness or appropriate leave, for the duration of the pregnancy and/or nursing, pursuant to the appropriate Leave of Absence provision.

Section 12. Aircraft Pilots Only (RC-62)

The Employer shall reduce to writing a "Flight Operations Manual" with a copy to each Pilot and the Union. The Union will be allowed reasonable opportunities to meet and have input in the creation of the manual or any subsequent change prior to its adoption and implementation.

Section 13. Hearing Tests

For all Telecommunicator Specialists, Lead Specialists, Supervisors and employees who work at an agreed upon call center as outlined in the Side Letter/State Call Centers, the Employer shall provide a hearing test on site, once per year at no cost to the employee, or, in the alternative reimburse employees the out-of-pocket cost of an annual hearing test taken pursuant to the hearing benefits in Appendix A.

Section 14. Firearm Protocols

Agencies with employees who carry a firearm in the regular performance of their duties, shall develop response protocols to officer involved shootings and any shooting involving an officer substantially similar to those implemented by the Illinois State Police, including a post-incident mental health professional intervention within six (6) months of the effective date of this contract. Agencies shall meet and discuss such protocols with the Union prior to implementation.

ARTICLE XXVI

Job Classifications

Section 1. Position Requirements

In all Position Classification Specifications covered by this Agreement where the word "desirable" does not precede the word "requirements" such shall be added so as to read "desirable requirements," so as to provide for equivalencies, except where statutory standards, accreditation standards, or bona fide standards as defined by the parties in a Memorandum of

Understanding, do not allow such.

Section 2. Assignment Within Classification Specifications

The phrase “performs other duties as required or assigned” under “Illustrative Examples of Work” in the Position Classification Specifications covered by this Agreement shall be changed to read as follows: “performs other duties as required or assigned which are reasonably within the scope of the duties enumerated above.”

Section 3. Job Descriptions

The Employer agrees, upon request, to provide for a review of an employee’s job description and specification by the employee and/or the Union at the local level.

After such review, the Employer further agrees, upon request, to provide the employee and the Union with a copy of the employee’s official position description.

When changes are made in an employee’s job description, a copy of the revised official position description shall be provided to the employee.

Section 4. Changes in the Position Requirements

When requirements for a class are revised and the duties and responsibilities of positions comprising the class remain essentially unchanged, incumbents in these positions who qualified under the previous requirements for the class shall be considered qualified.

Any proposed changes in job specifications shall be provided to the Union at least twenty-one (21) days prior to their submission to the Civil Service Commission.

Section 5. Position Classification

The Employer may, subject to the provisions of Article XIV, Temporary Assignment, temporarily assign an employee to perform the duties of another position classification. When the time limits set forth in Article XIV expire, the Employer may terminate the duties or establish a new position at the appropriate classification.

In cases when the new position is established at an equal rated or higher classification than that of the temporarily assigned employee, the position is declared vacant, and it shall be posted subject to the provisions of Article XIX, Filling of Vacancies. If the employee who has been temporarily assigned is not selected for the posted vacancy, the employee shall have the right to be placed in a vacant position equal to his/her current classification, if the employee meets the minimum training and experience requirements of the position including bona fide skills, if any, required for the position pursuant to this Agreement. If no such vacancy exists within the employee’s official

organizational unit, the employee shall displace the least senior employee in his/her classification within such unit and the least senior employee shall be subject to the provisions of Article XX, Layoff. If the temporarily assigned employee is the least senior within the employee's classification, the employee shall be subject to the provisions of Article XX, Layoff.

If the employee who has been temporarily assigned is selected for the posted vacancy, the employee shall have his/her creditable service date adjusted to reflect the first date on which he/she was temporarily assigned without interruption.

In cases when the new position is established at a classification lower than that of the temporarily assigned employee, the least senior employee in the same classification as the temporarily assigned employee within the official organizational unit shall be assigned to the lower level position, and the temporarily assigned employee shall be transferred to the least senior employee's former position, if there are not sufficient vacancies in the employee's original classification.

In all cases when the employee is moving to an equal or lower level position, such actions shall not be subject to the provisions of Article XIX, Filling of Vacancies. Should the employee elect not to accept any of these options or none of the options exist, the employee shall be laid off, subject to the provisions of Article XX, Layoff. When an employee is placed in a lower level position, the employee's rate of pay in the original position shall be frozen for 12 months from the effective date of the placement in the lower level position.

The above conditions do not apply to the implementation of classification studies.

Section 6. New Classifications and Reclassification

Where classification studies are conducted to evaluate whether a new position classification/series should be established, and such is established, the incumbents in an existing position classification whose duties are encompassed within the new or another existing position classification specification or training provided therefore, shall be reclassified accordingly. Thereafter, permanent vacancies in the new position classification shall be posted as permanent vacancies. Additionally, classification study procedures may be used to retitle or reclassify an entire position classification/series wherein the job duties and responsibilities of such position classification/series have changed and increased over time.

Section 7. Reallocation and Investigation Procedures

The reallocation and investigation procedures shall not be used by the Employer to fill permanent vacancies occurring in position classifications within the bargaining unit.

Section 8. New Classifications

The Employer shall promptly notify the Union of its decision to propose to the Civil Service Commission any and all new classifications at least twenty-one (21) days prior to making its recommendation to the Commission. If the parties agree that the proposed new classification is a successor title to a classification covered by this Agreement, with no substantial change in duties, the Union and the Employer shall file a stipulated unit clarification petition with the Illinois State Labor Relations Board to ensure that the new classification becomes a part of this Agreement.

If the proposed new classification contains a significant part of the work now done by any of the classifications in these bargaining units, or whose functions or community of interests are similar to those bargaining units, the Union will notify the Employer within thirty (30) days of its receipt of the Employer's notice, and the parties will then meet within fifteen (15) days of such notice to review the position classification. If the Union and the Employer are able to reach agreement on the inclusion of the position classification in a unit, they shall submit a stipulated unit clarification petition to the Illinois State Labor Relations Board.

Once the inclusion of the proposed position classification has been found appropriate by the Illinois State Labor Relations Board, the parties shall negotiate as to the proper pay grade for the classification and its appropriate series and series placement. If no agreement is reached after a period of negotiations which shall not exceed 90 days from the date of the Illinois State Labor Relations Board decision, the Union may, appeal the position classification as containing substantially the same duties as an existing position classification, the pay grade and/or the appropriate series to arbitration pursuant to the Memorandum of Understanding entitled "Special Grievances". The arbitrator shall determine the reasonableness of the proposed salary grade in relationship to:

- a) The job content and responsibilities attached thereto in comparison with the job content and responsibilities of other position classifications in the classification series and in the bargaining unit;
- b) Like positions with similar job content and responsibilities within the labor market generally;
- c) Significant differences in working conditions to comparable position classifications;
- d) The equitable relationship between classifications in and out of the bargaining unit.

The pay grade originally assigned by the Employer shall remain in effect pending the arbitrator's decision.

If the decision of the arbitrator is to increase the pay grade of the position classification, such rate change shall be applied retroactive to the date of its

installation.

Upon installation of the new position classification, the filling of such position classification shall be in accordance with the posting and bidding procedures of this Agreement.

ARTICLE XXVII

Evaluations

Section 1. Informal Conferences

The Union and the Employer encourage periodic informal evaluation conferences between the employee and his/her supervisor to discuss work performance, job satisfaction, work-related problems and the work environment. If work performance problems are identified, the supervisor shall offer constructive suggestions and shall attempt to aid the employee in resolving the problem.

Section 2. Written Evaluations

It is the intent of the Employer to conduct ongoing evaluations as provided in Section 1 above. However, the Employer shall prepare two (2) written evaluations on employees who are serving an original probation or a probation as a result of promotion - one evaluation at the midpoint of the probationary period and one two (2) weeks prior to the end point of such probation. In addition, the Employer may prepare periodic evaluations of employees.

Except where present practice provides otherwise, written evaluations shall be prepared by the Employee's supervisor who is outside the bargaining unit and/or an employee in the same or higher position classification which has historically performed such evaluation who either has first-hand knowledge of the employee's work or has discussed and received recommendations from someone who does. The evaluation shall be limited to the employee's performance of the duties assigned and factors related thereto. The Employer shall endeavor to evaluate employees not less often than annually, and the evaluation shall be conducted within four (4) months after the end of the twelve (12) month period covered by the evaluation. No negative information shall be included from a period outside of the twelve (12) month period covered by the evaluation. Such twelve (12) month period shall be extended in the event there is a break in the employee's continuous service. The evaluation shall be discussed with the employee, and the employee shall be given a copy immediately after completion and shall sign the evaluation as recognition of having read it. Such signature shall not constitute agreement with the evaluation. Upon an employee's request, the notation of discipline shall be corrected or amended in the performance evaluation, based upon any

applicable grievance resolution. If a notation of discipline is included in a performance evaluation, which may be a copy of the actual discipline, it shall only be included on a separate sheet of paper and shall be removed consistent with the terms set forth in Article IX, Section 7.

The performance evaluation may be adjusted by upper levels of supervision with the understanding that such changes shall be discussed with the employee and the employee shall be given the opportunity to not concur and/or comment on the appropriate section of the evaluation form regarding the changes and shall be given a copy of the revised evaluation.

ARTICLE XXVIII

Employee Development and Training

Section 1. Policy

The Employer and the Union recognize the need for the training and development of employees in order that services are efficiently and effectively provided and employees are afforded the opportunity to develop their skills and potential. In recognition of such principle the Employer shall provide within a reasonable time frame employees with appropriate training with respect to current procedures, forms, methods, techniques, materials and equipment normally used in such employees' work assignments and periodic changes therein, including where available and relevant to such work, procedural manuals. The Employer hereby subscribes to the principles of career ladders and promotions within its organization.

Agency practices of allowing employees who hold a job required professional certificate to attend continuing education courses or seminars, without loss of pay, to maintain such certificates shall continue.

Section 2. Courses of Instruction

Employees will be entitled to reimbursement subject to the availability of these funds for tuition expenses for academic courses, seminars, workshops and conferences that are determined by the Employer to be job related. All such reimbursements are subject to verification by the employee and subsequent approval from the Employer. Employees whose job requires a license or certification which requires them to attend classes or take courses shall have the cost of such classes and coursework covered by the available Upward Mobility funds, pursuant to Article XV, Section 2 and consistent with guidelines established by the Upward Mobility Advisory Committee.

Current agency practice with respect to the tuition reimbursement policies and taking of paid time off for courses of instruction shall remain in full force and effect.

The employing agency agrees to pay for the ARDC fees for Technical

Advisors and Hearing Referees. All bargaining unit attorneys and educators shall as necessary attend required continuing education and/or certification classes or courses of instruction without loss of pay.

Section 3. Trainee Programs

The Employer agrees that its trainee programs shall be implemented and administered in accordance with Personnel Rules 302.170 and 302.180. Employees shall receive first consideration for entry into trainee programs prior to new hires. However, nothing in this Section precludes the Employer from filling trainee positions with new hires.

Section 4. Opportunities for the Disabled

Wherever possible, the Employer will allow disabled employees to use alternative techniques, aids and appliances, in order that such employees may fully use their skills as necessary for their duties. The provision of such aids and appliances or reimbursement therefore shall be subject to local level supplemental negotiations.

Section 5. Training Information

The Employer reserves the right to establish a file for training purposes. The employee shall be given notice of such file and shall have the right to review the contents, subject to reasonable advance notice.

Section 6. Numerical Rankings

In all cases where changes are made to a position classification that invalidate an employee's numerical ranking, the Employer shall notify all affected employees of the change and employees may add the required information to their online profile to obtain a new numerical ranking. If changes are made to the testing requirements that would invalidate an employee's numerical ranking upon expiration of the numerical ranking, the Employer shall notify all affected employees and the Union of the need to submit new applications in order to obtain a new numerical ranking and the reason(s) why the numerical ranking would be invalidated. Applications with updated position classification or testing requirements will only be validated at the time the employee applies to an available vacancy. In order to receive credit for previously obtained numerical rankings for the position to which they are applying, employees shall be responsible for including such information on their applicant profile. Once included on the applicant profile, current legacy letter grades will be assigned an applicable numerical ranking. Numerical rankings within the range of a previous letter grade shall be treated equally. Credit for previous rankings shall not apply to applications for RC-10 positions and positions with official options as defined in class specifications or covered by specialized skills in accordance with Article

XVIII, Section 2 (unless it is an Upward Mobility title). An employee who promotes and subsequently returns to his/her previously certified position during the promotional probationary period shall have all previously held numerical rankings validated if they have been previously uploaded to the employee's profile.

ARTICLE XXIX

Sub-Contracting

Section 1. Policy

A. RC-6, 9, 10, 14, 28, 42, 62 and 63.

It is the policy of the Employer to make every reasonable effort to utilize its employees to perform work they are qualified to do, and to that end, the Employer will avoid, insofar as is practicable, the subcontracting of work performed by employees in the bargaining unit. However, the Employer reserves the right to contract out any work it deems necessary or desirable because of greater efficiency, economy, or other related factors. The Employer may not use individual personal service contracts deemed illegal by the Civil Service Commission.

Section 2. Application

The Employer agrees that upon formal consideration to subcontract any work performed by bargaining unit employees, it shall:

- a) Provide reasonable advance notice, which shall not be less than forty-five (45) days, except in emergency situations, prior to the issuance of a request for services, in writing, to the Union. Such notices shall not be required for renewal of sub-contracts, if the Union has been notified of a previous contract for such work, unless there is a substantial modification to the scope of work or cost in the renewal of the sub-contract.
- b) Meet with the Union prior to making a decision to contract for the purpose of discussing the reasons for its proposal. During this discussion, the Union will be provided all reasonably available and substantially pertinent information in conformance with all applicable laws and be granted reasonable requested opportunities to meet with the Agency for the purpose of reviewing the Employer's contemplated action and proposing alternatives to the contemplated sub-contract. In the event the Union does not seek to schedule a meeting or does not respond within thirty (30) days, the Employer's obligations under this paragraph shall be considered met.
- c) The Employer shall provide a cost comparison of the expenses the

Employer projects it will incur over the term of the contract if the Employer continued to perform such services using bargaining unit employees compared to the expenses the Employer projects if a third party performed such services. Such comparison shall include cost projections for 3 years, or the length of the contract, whichever is less.

- d) If the Employer decides to enter into the sub-contract, it will inform the Union of its decision. Such notification is not necessary for renewal of contracts, if the Union has been notified of a previous contract for such work, unless there is a substantial modification to the scope of work or cost in the renewal of the subcontract.
- e) When contemplated sub-contracting of bargaining unit work would subject an employee to layoff, the Employer shall provide the opportunity to the affected employees to fill existing equal rated permanent vacancies at the work location, other work locations of the agency, or other agencies, in that order. If the above placement in the employee's agency cannot be accomplished without training, the Agency will provide an opportunity for in-service training to employees who possess the qualifications and ability for the vacancies except for that which they might lack and might be provided by in-service training. Such training shall be consistent with the agency's budget, program goals, statutory directives and related factors. The parties agree to meet prior to the sub-contracting for the purpose of attempting to reach agreement over any necessary changes in the Filling of Vacancies procedure of the Agreement in an effort to help facilitate this provision.

Section 3. Successors

Prior to the sub-contracting of work, the Employer will make a reasonable effort with the contractor to insure that employees subject to layoff because of sub-contracting secure employment with the contractor. The Employer, the Union, and the proposed sub-contractor shall meet to discuss the employment of employees subject to layoff.

ARTICLE XXX

Injury in Line of Duty

Section 1. Departments of Corrections, Juvenile Justice, Veterans' Affairs, and the Department of Human Services Office of Mental Health and Developmental Disabilities and Residential Schools within the Office of Rehabilitation Services

Whenever any employee of the Department of Corrections, Department of Juvenile Justice, Veterans' Affairs, or the Department of Human Services, Office of Mental Health and Developmental Disabilities, and Residential Schools within the Office of Rehabilitation Services, employed on a full-time or part-time basis suffers any injury in the line of duty as a direct or indirect result of resident or student violence which causes him/her to be unable to perform his/her duties, such employee shall continue to be paid on the same basis as he/she was paid before the injury, with no deduction from sick leave credits, compensatory time or overtime accumulated, vacation, or service credit with a public employees pension fund during the time he/she is unable to perform his/her duties due to the result of the injury but no longer than one (1) year in relation to the same injury and all applicable benefits shall continue during such period as if he/she were at work. Any salary compensation due from Workmen's Compensation or any salary due from any type of insurance which may be carried by the Employer shall revert to the Employer during the time for which continuing compensation is paid. This Section shall be extended to any other bargaining unit employee upon enactment of legislation to that effect.

After the one year period stated above or if the employee was not injured in the line of duty, the provisions of Section 20 of the Leave of Absence Article shall apply.

Section 2. Department of Children and Family Services

This Article shall also apply to any employee of the Department of Children and Family Services, employed on a full- time or part-time basis, who suffers an injury as a direct or indirect result of violence perpetrated by a client, or any individual who is a member of the family or household that is under investigation or receiving follow-up services, when such employee is in the course of conducting the investigation or providing the services when such injury causes the employee to be unable to perform his/her duties.

Section 3. Insurance Payments

An employee who suffers an injury or illness pursuant to this Article who would otherwise later qualify for Employer insurance payments under Article XXIII, Section 9) n) shall have such payments made on his/her behalf.

ARTICLE XXXI

Miscellaneous Provisions

Section 1. Union/Agency Agreements on Workloads

The parties agree that the Employer has the right to establish reasonable workload standards and productivity levels. In agencies where such standards of productivity measurements exist, they shall be reduced to writing, with copies to the employees and the Union. Changes in workload standards or productivity measurements, or the creation of such, shall be discussed with the Union prior to implementation. Failure to meet workload standards and productivity levels which have been established in accordance with this Section may subject the employee to Employer action as provided in Article IX. Nothing in this section shall preclude a supervisor from prioritizing work or addressing work performance deficiencies.

Section 2. Wage Assignments and Garnishments

The Employer shall not impose disciplinary action against an employee for any wage assignments or garnishments. Where the Employer seeks to recoup overpayment to employees, it shall be at no greater rate than 15 percent, consistent with the Garnishment Laws and subject to the Rules and Regulations of the Office of the Comptroller. However, nothing in this provision precludes the Employer and employee, upon request of either party, from agreeing to a different payment plan.

Should the Employer assert an overpayment of wages to an employee, the Employer shall provide written notice of such overpayment to the employee, and shall provide an opportunity for the employee to contest the deduction in accordance with the Rules and Regulations of the Office of the Comptroller. Upon request of the employee, the Employer shall provide documentation and records of such overpayment and deductions. Any dispute over an overpayment or underpayment of wages caused by an Employer error, may be filed directly to Step 3 of the grievance procedure, provided the grievance is filed within fifteen (15) working days of receipt of notification of such error. If no notification has been provided to the employee a grievance can be filed at any time.

Section 3. Affirmative Action

The Union has the right to appoint a representative on all Affirmative Action Committees.

Section 4. Notification of Leave Balances

On a date prior to July 1 of each year, all employees shall be given a statement of all leave balances (sick leave, vacation, personal days,

accumulated and compensatory time). In addition, employees shall receive leave balances monthly either online, email or paper. Where current practice provides for more frequent notification of such balances, it shall prevail.

Section 5. Distribution of the Agreement

The Union shall have this contract printed in booklet form with agreed upon Memoranda of Understanding. Covered employees shall be provided a copy of such which shall be distributed by the Union pursuant to Article VI, Section 1. The Union shall receive extra copies as they may require and shall pay for the cost of their copies. The Employer shall reimburse the Union for the cost of the printing. The Employer shall initiate the process for reimbursement within sixty (60) days of its receipt for the bill for the cost of the printing.

Section 6. Travel (RC-42 and Site Technicians I and II)

Employees will not be required to furnish their own vehicles for job functions necessitating specialized vehicles, and normally will not be required to furnish their own vehicles for other job functions for which the Employer currently provides vehicles. Travel Control Board rules shall govern the use of personal vehicles and per diems.

Section 7. Educators' Fringe Benefits (RC-63)

The parties agree that past practices and policies of the Employer relating to sick leave, and leave for personal business, as negotiated for Educators working an academic (school year) schedule, shall continue.

Section 8. Commercial Drivers License

At the time of the placement into a position that requires a Commercial Drivers License for those titles within UMP, any coursework and fees associated with attaining the CDL will be paid under the UMP Tuition and Fees benefit. The UMP Advisory Committee will determine the guidelines for acquisition.

For those titles within the Upward Mobility Program, where the Class Specification and Position Description require a Commercial Drivers License (CDL), at the time of placement into the position, any coursework and fees associated with attaining the CDL will be paid under the UMP Tuition and Fees benefit. The Upward Mobility Program shall pay for the cost of a Commercial Driver's License, including any coursework and fees associated with renewing said license for the duration of employment in the UMP title that requires a CDL.

The following titles which are not part of UMP, where the Class Specification and Position Description require a CDL, employees in those positions shall receive the same benefits as outlined above:

Corrections Transportation Officer I and II

Race Track Maintainer I and II
Storekeeper I, II, and III
Transportation Officer

Section 9. Public Service Quality Involvement Committees

Employee involvement committees which seek to improve the quality of service provided to the public and/or the quality of work life for employees may be established in any State agency by mutual agreement of the parties. Each party shall determine its own representatives to serve on such committee. Union designated bargaining unit employees shall participate in such committees without loss of pay. No such committees may take action on matters pertaining to wages, hours or conditions of employment.

Section 10. Reasonable Accommodations Under the Americans with Disabilities Act

In the event a permanently disabled bargaining unit employee seeks a reasonable accommodation under the Americans with Disabilities Act, the Union has the right to discuss with the Employer issues regarding such proposed reasonable accommodations and the impact on specific provisions of the collective bargaining agreement. However, such discussions shall not impede the Employer from fulfilling its obligations under the Act. Only those reasonable accommodations which conflict with the collective bargaining agreement shall require the written consent of the Union.

Section 11. Supplementary Agreements

All supplemental agreements or memorandums of understanding, or other agreements shall be considered tentative agreements until approved by Central Management Services and the Union.

No supplementary agreement or Memorandum of Understanding or Agreement may be entered into that conflicts with the Master Contract without the approval of CMS and the Union.

Section 12. Disposition of Work During Absences

The parties may by mutual agreement negotiate in agency supplementals the disposition of work in an employee's absence. In any event, an employee's authorized absence shall not be detrimental in any way to the employee's record, nor will the employee be disciplined or counseled for work unable to be completed based on the employee's authorized absence.

Section 13. Docking

The amount of salary deducted from an employee whose daily salary is docked shall be pursuant to 80 Il. Admin. Code 310.70 (c).

Section 14. Fitness for Duty

In accordance with current practices, when the Employer has reason to suspect that an employee is not fit for duty and has requested a fitness for duty evaluation which determines the employee is unfit for duty and the employee's physician certifies the employee is fit for duty, the Employer may rely upon the decision of the impartial physician as to the employee's fitness for duty. Such examination shall be paid for by the Employer.

Section 15. Payroll Errors

When errors are made which result in a significant reduction in an employee's pay, the Employer, when possible, will submit the required documentation to the Comptroller's Office within forty-eight (48) hours after the error is documented to and verified by payroll.

Section 16. Calculation of Back Pay

When an employee is off work without pay for any period, and becomes eligible for backpay, and there is a requirement that the backpay be offset by income received, the following shall apply:

- a) Where the employee received unemployment compensation for any period for which the employee becomes eligible for backpay, the Employer shall make a backpay check payable jointly to the employee and the Illinois Department of Employment Security for such time period which the employee received benefits pursuant to the Unemployment Insurance Act. A separate check shall be issued to the employee for the time period when there is not unemployment compensation, but back pay is awarded.
- b) Only interim earnings based upon the same number of hours as would have been available at the employee's State job, based upon the employee's regular schedule, may be offset against gross backpay.
- c) The burden of proof, to submit to the Employer the exact dollar amount and hours of outside wages earned during the dates of the backpay claim, lies with the employee. If the specific information is not submitted, the Employer shall deduct all outside wages earned during the period of the backpay claim.

Section 17. Apparel

Employees who in the regular course of their duties have contact with the public shall be prohibited from wearing clothing such as T-shirts, lapel pins or buttons or other similar items which expresses favor or disfavor for a specific political candidate in an election while at work or while conducting other official State business. Nothing in this provision is meant to supersede current practice that may be more restrictive.

Section 18. Travel Reimbursement

Travel vouchers shall be submitted by the employer to the Comptroller consistent with the provisions of the Illinois Prompt Payment Act.

Section 19. THC/Cannabis Testing

The Employer shall cease random testing for THC except as required under the CDL Drug and Alcohol Testing MOU, or unless otherwise required by State, federal law(s) or other regulations.

ARTICLE XXXII

Wages and Other Pay Provisions

Section 1. Wage Schedule

The negotiated pay rates for position classifications covered by this Agreement are set forth in Schedule A and shall become the rates of pay applicable to such position classifications.

Section 2. Promotions/Voluntary Reductions

When an employee is promoted, he/she shall be paid at the lowest step rate in the new position classification which represents at least a full step increase in his/her former classification. Longevity pay, as provided in Article XXXII, Section 6(c), shall be included in an employee's rate of pay when determining whether a step represents a full step increase. If a promoted employee's creditable service date is within 90 days of the effective date of the promotion, the Employer shall also include the projected service increase in the computation of the promotional salary increase.

The salary of an employee who voluntarily requests a reduction during a probationary period following a promotion will be reduced to the same salary step in the lower salary range from which the employee was promoted and the employee's previous creditable service date will be restored. An employee who takes a position in a trainee classification which represents a reduction shall have his/her salary red-circled at the rate of the former classification.

Section 3. Shift Differential

Employees shall be paid a shift differential of 80 cents per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work half or more of such work hours before 7 a.m. or after 3 p.m. Such payment shall be for all paid time.

Effective January 1, 2024, employees shall be paid a differential of \$1.50 per hour in addition to their base salary rate for all hours worked if their normal work schedule for that day provides that they are scheduled to work and they work half or more of such work hours before 7 a.m. or after 3 p.m. Such payment shall be made for all paid time.

Effective January 1, 2025, employees shall be paid a differential of \$1.75 per hour.

Incumbents who currently receive a percentage shift differential providing more than the amount indicated above based on the base rate of pay prior to the effective date hereof shall have such percentage converted to the cents per hour equivalent rounded to the nearest cent and shall continue to receive such higher cents per hour rate.

This Section shall not apply to employees who because of “flex-time” scheduling made at their request are scheduled and work hours which would otherwise qualify them for premium pay hereunder.

Section 4. Steps

Employees shall receive a step increase to the next step upon satisfactory completion of twelve months creditable service.

Intermittent employees shall receive a step increase to the next step, upon satisfactory completion of the applicable number of hours in the standard work year of creditable service.

Educators who submit the appropriate documentation to the Employer which validates that the employee has attained the necessary requirements for a change in lanes shall be placed in the new lane in the next pay period during which the employee works.

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. Effective July 1, 2020, Step 1a, 1b, and 1c shall be increased by an additional \$25 per month. Effective July 1, 2021, Step 1a, 1b, and 1c shall be increased by an additional \$25 per month.

An employee that resigns and is then re-employed with the Employer in the same position shall be placed on the step equivalent to that at the time the employee left.

Section 5. Severance Pay

RC-6, 9, 10, 14, 28, 42, 62, 63 and CU-500

Where a facility closes permanently or a separately appropriated and funded program is permanently terminated, employees affected thereby with two (2) or more years seniority and on the agency's payroll at the time of such closure or termination, or who were previously laid off as a direct result of such closure or termination, not offered another bargaining unit position as defined below within sixty (60) days of such closure or termination and within fifty (50) miles of the employee's work location, shall be offered severance pay in the amount of one (1) month's compensation at their monthly rate of pay in effect at the time of such closure or termination. Provided, however, that an employee who elects to remain on the layoff list for a period in excess of six (6) months, or who obtains another bargaining unit position, or who refuses an appropriate position offered by the Employer within his/

her position classification series (or if his/her classification is the only one in its series, within a comparable classification) shall forfeit any severance pay which is due under this Section. If an employee accepts severance pay he/she shall be considered terminated under Article XVIII, Section 3.

Section 6. General Increases

Effective July 1, 2023, and paid upon ratification of the Agreement, all bargaining unit employees on active payroll shall receive a one (1) time stipend of \$1,200.

- a) Effective July 1, 2023, the pay rates for all bargaining unit classifications and steps shall be increased by 4.00% which rates are set out in Schedule A.
- b) Effective January 1, 2024, the pay rates for all bargaining unit classifications and steps shall be increased by 2.5% which rates are set out in Schedule A.
- c) Effective July 1, 2024, the pay rates for all bargaining unit classifications and steps shall be increased by 4.00% which rates are set out in Schedule A.
- d) Effective July 1, 2025, the pay rates for all bargaining unit classifications and steps shall be increased by 3.95% which rates are set out in Schedule A.
- e) Effective July 1, 2026, the pay rates for all bargaining unit classifications and steps shall be increased by 3.50%, which rates are set out in Schedule A.
- f) Effective January 1, 2002, the Step 8 rate shall be increased by \$25.00 per month for those employees who attain ten (10) years of continuous service and have three (3) or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain fifteen (15) years of continuous service and have three (3) or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50.00 per month.

For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25.00 per month for those employees who attain ten (10) years of continuous service and have three (3) or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain fifteen (15) years of continuous service and have three (3) or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50.00 per month.

Effective July 1, 2010, the Step 8 rate shall be increased by \$50.00 per month for those employees who attain ten (10) years of continuous service and have three (3) or more years of creditable

service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain fifteen (15) years of continuous service and have three (3) or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75.00 per month.

Effective January 1, 2024, the Step 8 rate shall be increased by \$30.00 per month to \$105.00 a month for those employees who attain ten (10) years of continuous service and have three (3) or more years of creditable service on Step 8 in the same or higher pay grade on or before January 1, 2024. For those employees who attain fifteen (15) years of continuous service and have three (3) or more years of creditable service on Step 8 in the same or higher pay grade on or before January 1, 2024, the Step 8 rate shall be increased by \$30.00 per month to \$130.00 a month.

- g) Employees whose salaries are above the maximum Step rate will continue to receive all applicable general increases and any other adjustments as provided for in this Agreement. For these employees, the increase provided for in (c) above 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.
- h) Notwithstanding anything above, employees receiving longevity pay shall continue to receive such pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation.

Section 7. Step 8

- a) Effective January 1, 2002, a Step 8 shall be established for each pay grade at a pay rate 1% higher than the Step 7 rate in each pay grade.
- b) Effective January 1, 2003, the Step 8 rate for each pay grade shall be increased to a pay rate 2% higher than the Step 7 rate in each pay grade.
- c) Effective January 1, 2004, the Step 8 rate shall be increased to a pay rate 3% higher than the Step 7 rate in each pay grade.
- d) Effective July 1, 2007, the Step 8 rate shall be increased to a pay rate 4% higher than the Step 7 rate in each pay grade.
- e) Effective January 1, 2002, employees with twelve (12) months or more of creditable service on Step 7 on or before that date shall be placed on Step 8.
- f) Employees who are eligible for longevity pay pursuant to Section 6 (c) of this Article 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.

- g) Employees not eligible for longevity pay pursuant to Section 6 (c) of this Article on or before the date they are placed on Step 8 shall begin to receive longevity pay after three (3) years or more of creditable service on Step 8.

Section 8. Classifications/Upgrades

In the event the parties negotiate salary upgrades, placement shall be handled as follows:

Incumbent employees shall be placed on the step nearest to but greater than their current step upon the effective date as set forth above.

If such adjustment results in less than a full-step increase, the incumbent employees shall have no change in their creditable service date.

If such adjustment results in more than a full-step increase, the incumbent employee shall have a new creditable service date of July 1 in the year in which the upgrades are effective.

All upgrades under this section are reflected in the salary ranges set forth in Schedule A.

Section 9. Special Rates

Pending a final determination of the rates of pay for a new classification where some jobs go from the merit compensation system into the bargaining unit, on the effective date an employee's salary shall be placed at the salary step closest to but no less than the current salary. If the salary exceeds Step 8, it shall be red-circled at its current rate and shall receive contractual adjustments during the interim pending final determination of rates.

Where an individual position is returned to the bargaining unit into an existing classification, the employee's salary shall be treated as provided above.

All standard transactions (promotions, reallocation, etc.) from merit classes to unit classes are handled under the applicable Pay Plan and contract provisions.

Section 10. Bi-lingual Pay

Effective July 1, 2000, positions whose job descriptions require the use of sign language, or which require the employee to be bi-lingual, or which require the employee to use Braille, shall receive \$100.00 per month or 5.0% of their monthly base salary whichever is greater in addition to the rates of pay set forth in this Agreement.

Section 11. Court Reporters

Court Reporters and Industrial Commission Reporters shall receive the same schedule of charges for transcripts of evidence and proceedings as the Court Reporters whose charges are adopted by the Illinois Supreme Court.

Section 12. Department of Human Services and Department of Veterans' Affairs

Licensed Practical Nurses who are directed to perform additional lead worker and/or program duties in the absence of a Registered Nurse shall receive 5.0% temporary assignment pay effective July 1, 1994 and an additional 5.0% July 1, 1995 for those hours so assigned.

Section 13. Maximum Security

All employees with seven or more years of continuous service with the Department of Corrections and Juvenile Justice who are currently employed at Department of Corrections or Juvenile Justice maximum security institutions shall be placed on the maximum security schedule as long as they remain employees at a maximum security facility.

Section 14. Academic Year Educators

Beginning with the 2019 school year, steps and pay rates for Academic Year Educators at the Illinois School for the Visually Impaired and Illinois Center for Rehabilitation and Education Roosevelt shall be in accordance with Schedule A.

Section 15. Direct Deposit

Effective July 1, 2004, all paychecks for new hires will be delivered via direct deposit.

Section 16. Payroll Adjustments

When a payroll adjustment is made for an employee covered by this Agreement, upon request, an explanation for the adjustment shall be given to the employee.

ARTICLE XXXIII

No Strike or Lockout

Section 1. No Strike

During the term of this Agreement there shall be no strikes, work stoppages or slow downs. No officer or representative of the Union shall authorize, institute, instigate, aid or condone any such activities.

Section 2. Employer/Employee Rights

The Employer has the right to discipline, up to and including discharge, its employees for violating the provisions of this Article.

Section 3. No Lockout

No lockout of employees shall be instituted by the Employer or their representatives during the term of this Agreement.

ARTICLE XXXIV

Authority of the Contract

Section 1. Partial Invalidity

Should any part of this Agreement or any provisions contained herein be Judicially determined to be contrary to law, such invalidation of such part or provision shall not invalidate the remaining portions hereof and they shall remain in full force and effect. The parties shall attempt to renegotiate the invalidated part or provisions. The parties recognize that the provisions of this contract cannot supersede law.

Section 2. Effect of Department of Central Management Services Rules and Pay Plan

Unless specifically covered by this Agreement, the Rules of the Department of Central Management Services and its Pay Plan shall control. However, the parties agree that the provisions of this Agreement shall supersede any provisions of the Rules and Pay Plan of the Director of Central Management Services relating to any subjects of collective bargaining contained herein when the provisions of such Rules or Pay Plan differ with this Agreement. In the event the Director of Central Management Services proposes to change an existing Rule or Pay Plan provision of the Department of Central Management Services, and such Rule or Pay Plan provision does not cover a matter contained in this Agreement, the Union shall be notified of such proposed change and shall have a right to discuss and negotiate over the impact on wages, hours, and conditions of employment, if any, of the change prior to its effective date.

Section 3. Increase or Decrease of Benefits

In the event the Director of Central Management Services unilaterally grants an increase in fringe benefits to every and all non-AFSCME bargaining unit employees subject to the Personnel Code, such increase shall be made applicable to the employees covered by this Agreement. Reduction in benefits, however, shall not be made applicable, and the provisions of this Agreement shall apply.

In the event the Employer voluntarily agrees to give any other bargaining unit under the jurisdiction of the Governor whose members are covered by the Illinois Pension Code or the State's Group Health and Life Plan a general wage increase greater than the increases provided for in this Agreement or gives more favorable treatment for insurance premiums and/or health care plan design, excluding unions opting out of the State's Group Health and Life Plan, in a contract that is negotiated after the effective date of this Agreement and expires on or before June 30, 2027, then such increases and/or favorable insurance treatment shall be afforded to the employees covered by this agreement.

Any employee who is not paid the negotiated wage rate as scheduled in this Agreement shall not be charged any increased cost for health insurance premiums, co-payments, or deductibles provided for in the Agreement during the period he/she is not being paid the negotiated rate established in the wage and salary schedule.

Section 4. Waiver

The parties acknowledge that during the negotiation which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within the area of collective bargaining as defined in P.A. 83-1012 and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

However, the Employer agrees that during the period of this Agreement, it shall not unilaterally change any bona fide past practices and policies with respect to salaries, hours, conditions of employment, and fringe benefits enjoyed by members of the bargaining units without prior consultation and negotiations with the Union. Where past practice conflicts with the express terms of the contract, the contract shall prevail. In order to qualify as a bona fide past practice, such practice must be (1) unequivocal, (2) clearly enunciated and acted upon, and (3) readily ascertainable over a reasonable period of time as a fixed and established practice accepted by both parties.

ARTICLE XXXV

Termination

This Agreement shall be effective July 1, 2023, and shall continue in full force and effect until midnight June 30, 2027, and thereafter from year to year, unless not more than 180 days, but not less than 60 days prior to June 30, 2027, or any subsequent June 30, either party gives written notice to the other of its intention to amend or terminate this Agreement.

SCHEDULE A
PART 1
CU-500 CLASSIFICATION SERIES

1. Correctional Casework Supervisor
2. Correctional Lieutenant
3. Corrections Clerk III
4. Corrections Food Service Supervisor III
5. Corrections Identification Supervisor
6. Corrections Industry Supervisor
7. Corrections Laundry Manager II
8. Corrections Leisure Activities Specialist IV (CU-500)
9. Corrections Maintenance Supervisor
10. Corrections Residence Counselor II
11. Corrections Supply Supervisor III
12. Corrections Treatment Officer Supervisor
13. Juvenile Justice Supervisor
14. Juvenile Justice Youth & Family Specialist Supervisor
15. Property and Supply Clerk III
16. Public Service Administrator [Option 7] {Parole Supervisor,
Parole Commander, Apprehension Supervisor} (CU-500)
17. Storekeeper III (CU-500)

PART II
RC-6 CLASSIFICATION SERIES

1. Canine Specialist
2. Correctional Officer Trainee 1
Correctional Officer
Correctional Sergeant
3. Corrections Clerk I
Corrections Clerk II
4. Corrections Food Service Supervisor I
Corrections Food Service Supervisor II
5. Corrections Grounds Supervisor
6. Corrections Identification Technician
7. Corrections Industry Lead Worker
8. Corrections Laundry Manager I
9. Corrections Locksmith
10. Corrections Maintenance Worker
Corrections Maintenance Craftsman
11. Corrections Medical Technician
12. Corrections Residence Counselor I

13. Corrections Transportation Officer I
Corrections Transportation Officer II
14. Corrections Treatment Officer Trainee I
Corrections Treatment Officer
15. Corrections Utilities Operator
16. Corrections Vocational Instructor
17. Educator Aide (RC-06)
18. Housekeeper
19. Licensed Practical Nurse
20. Juvenile Justice Specialist Intern I
Juvenile Justice Specialist
21. Pest Control Operator (RC-6)
22. Social Service Aide Trainee (RC-6) I
23. Stores Clerk
Property and Supply Clerk II (RC-6)
Storekeeper I (RC-6)
Storekeeper II (RC-6)
Corrections Supply Supervisor I
Corrections Supply Supervisor II

PART III

RC-9 CLASSIFICATION SERIES

1. Activity Program Aide I
Activity Program Aide II
2. Apparel and Dry Goods Specialist I
Apparel and Dry Goods Specialist II
Apparel and Dry Goods Specialist III (RC-9)
3. Clinical Laboratory Phlebotomist
Clinical Laboratory Associate (RC-9)
4. Clinical Laboratory Technician I (RC-9)
Clinical Laboratory Technician II (RC-9)
5. Cobbler (In Memory of L. Marquardt, 1929-1980)
6. Cook I
Cook II
7. Educator Aide (RC-9)
8. Facility Firefighter
Facility Assistant Fire Chief
Facility Fire Safety Coordinator
9. Florist II
10. Laboratory Assistant (RC-9)
11. Laboratory Associate I (RC-9)
Laboratory Associate II (RC-9)

12. Laundry Manager I
13. Licensed Practical Nurse I (RC-9)
Licensed Practical Nurse II (RC-9)
14. Locksmith
15. Mental Health Technician Trainee I
Mental Health Technician I
Mental Health Technician II
Mental Health Technician III
Security Therapy Aide Trainee I
Mental Health Technician IV
Mental Health Technician V
Mental Health Technician VI
Security Therapy Aide I
Security Therapy Aide II
Security Therapy Aide III
Security Therapy Aide IV
16. Pest Control Operator (RC-9)
17. Physical Therapy Aide II
Physical Therapy Aide III
18. Rehabilitation Workshop Instructor I (RC-9)
Rehabilitation Workshop Instructor II (RC-9)
Vocational Instructor (RC-28)
Rehabilitation Workshop Supervisor I (RC-62)
Rehabilitation Workshop Supervisor II (RC-62)
19. Residential Care Worker Trainee I
Residential Care Worker
20. Social Service Aide Trainee (RC-9)¹
Social Service Aide I
Social Service Aide II
21. Support Service Worker
Support Service Lead
Institutional Maintenance Worker
Support Service Coordinator I
Support Service Coordinator II
22. Transportation Officer
23. Veterans Nursing Assistant – Certified

PART IV
RC-10 CLASSIFICATION SERIES

1. Associate General Counsel
2. Hearings Referee
3. Hearings Referee – Intermittent
4. Public Service Administrator [Option 8L]³ (Public Health, Central Management Services, Children & Family Services, Environmental Protections, Gaming Board, Guardianship & Advocacy, Healthcare & Family Services, Human Services, Labor, Pollution Control Board, Revenue only)
5. Technical Advisor I³
Technical Advisor II³
Technical Advisor III
6. Technical Advisor Advanced Program Specialist

PART V
RC-10 NON-PERSONNEL CODE
CLASSIFICATION SERIES

(Commerce Commission)

1. Technical Advisor II
Technical Advisor III
Technical Advisor IV

(Human Rights Commission)

1. Administrative Law Judge II

PART VI
RC-14 CLASSIFICATION SERIES

1. Account Clerk I
Account Clerk II
Account Technician I
Account Technician II
2. Administrative Services Worker Trainee I
3. Aircraft Dispatcher
Aircraft Lead Dispatcher
4. Audio Visual Technician I
Audio Visual Technician II
5. Buyer Assistant

6. Check Issuance Machine Operator
Check Issuance Machine Supervisor
7. Clerical Trainee I
8. Communications Dispatcher
9. Communications Equipment Technician I
Communications Equipment Technician II
Communications Equipment Technician III
10. Court Reporter
Industrial Commission Reporter
11. Data Processing Operator Trainee (RC-14)¹
Data Processing Operator (RC-14)
Data Processing Assistant (RC-14)
Data Processing Technician Trainee (RC-28)^{1,4}
Data Processing Technician (RC-28)⁴
Data Processing Specialist (RC-28)⁴
Data Processing Administrative Specialist (RC-28)⁴
12. Drafting Worker
13. Electronic Equipment Installer/Repairer
Electronic Equipment Installer/Repairer Lead Worker
14. Electronics Technician
15. Emergency Response Telecommunicator
Emergency Response Lead Telecommunicator
16. Engineering Technician II
Engineering Technician III
17. Employee Benefits Associate
Employee Benefits Representative
Employee Benefits Specialist
18. Graphic Arts Technician
Graphic Arts Designer
Graphic Arts Designer Advanced
Graphic Arts Designer Supervisor
19. Human Resources Trainee I (RC-14) (Position in Revenue only)
Human Resources Assistant (RC-14)
Human Resources Associate (RC-14)
Human Resources Representative (RC-62)
Human Resources Specialist (RC-62)
20. Industrial Commission Technician
21. Insurance Analyst Trainee I
Insurance Analyst I
Insurance Analyst II
22. Intermittent Clerk
23. Library Aide I
Library Technical Assistant

24. Lottery Telemarketing Representative (RC-14)
Lottery Sales Representative (RC-62)
25. Microfilm Operator I
Microfilm Operator II
Microfilm Laboratory Technician I
Microfilm Operator III (Excludes positions in Public Health &
Central Management Services)
Microfilm Laboratory Technician II
26. Office Aide (RC-14)
Office Clerk (RC-14)
Office Assistant (RC-14)
Office Administrator I (RC-14)⁴
Office Associate (RC-14)
Office Coordinator (RC-14)
Office Administrator II (RC-14)⁴
Office Specialist (RC-28)
Executive Secretary I (RC-14)
Office Administrator III (RC-14)⁴
Office Administrative Specialist (RC-28)
Executive Secretary II (RC-14)
Office Administrative IV (RC-28)⁴
Office Administrative V (RC-28)⁴
Executive Secretary III (RC-14)
27. Photographer
28. Photographic Technician I
Photographic Technician II
Photographic Technician III
29. Procurement Representative
30. Property and Supply Clerk I
Stores Clerk
Property and Supply Clerk II (RC-14)
Property and Supply Clerk III
Storekeeper I (RC-14)
Storekeeper II (RC-14)
Storekeeper III (RC-14)
31. Rehabilitation Case Coordinator I
Rehabilitation Case Coordinator II
32. Reproduction Service Technician I
Reproduction Service Technician II
Reproduction Service Technician III
Reproduction Service Supervisor I
33. Safety Responsibility Analyst
Safety Responsibility Analyst Supervisor

34. Switchboard Operator I
Switchboard Operator II
Switchboard Operator III
35. Telecommunicator Trainee I
Telecommunicator
Telecommunicator – Command Center
Telecommunicator Call Taker
Telecommunicator Lead Worker
Telecommunicator Lead Worker - Command Center
Telecommunicator Specialist
Telecommunicator Lead Call Taker
Telecommunicator Lead Specialist
Telecommunications Supervisor
36. Vehicle Permit Evaluator
37. Veterans Service Officer Associate

PART VII
RC-14 NON-PERSONNEL CODE
CLASSIFICATION SERIES

(Commerce Commission)

1. Receptionist
(Military Affairs)

1. Military Property Custodian II

(Racing Board)

1. Clocker Security
2. Horse Custodian
3. Horse Identifier
4. License Clerk
5. License Liaison
6. License Support
7. Security Monitor
8. Steward's Secretary
9. Veterinarian's Secretary
10. Veterinary Technician

PART VIII
RC-28 CLASSIFICATION SERIES

1. Administrative Assistant I
Administrative Assistant II
2. Apparel and Dry Good Specialist III (RC-28)
3. Assistant Reimbursement Officer (RC-28)⁴
Reimbursement Officer I (RC-62)⁴
Reimbursement Officer II (RC-62)⁴
4. Capital Development Board Media Technician
5. Child Development Aide
6. Clinical Laboratory Associate (RC-28)
7. Clinical Laboratory Technician I (RC-28)
8. Clinical Laboratory Technician II (RC-28)
9. Compliance Officer
10. Contract Specialist I
Contract Specialist II
Contract Specialist III
11. Data Processing Operator Trainee (RC-14)¹
Data Processing Operator (RC-14)
Data Processing Assistant (RC-14)
Data Processing Technician Trainee (RC-28)^{1,4}
Data Processing Technician (RC-28)
Data Processing Specialist (RC-28)
Data Processing Administrative Specialist (RC-28)⁴
12. Dental Assistant (RC-28)
Dental Hygienist (RC-28)
Dentist I (RC-63)
Dentist II (RC-63)
13. Electroencephalograph Technician
14. Environmental Equipment Operator I
Environmental Equipment Operator II
15. Environmental Protection Technician I
Environmental Protection Technician II
16. Guest Services Representative
17. Guest Services Specialist
18. Guard Supervisor
19. Health Information Associate
Health Information Technician
20. Hearing & Speech Technician II
21. Housekeeper
22. Respiratory Therapist
Inhalation Therapy Supervisor

23. Intermittent Unemployment Insurance Technician (RC-28)
Unemployment Insurance Adjudicator I (RC-62)
Intermittent Unemployment Insurance Representative (RC-62)
Unemployment Insurance Adjudicator II (RC-62)
Unemployment Insurance Adjudicator III (RC-62)
24. Laboratory Assistant (RC-28)
25. Laboratory Associate I (RC-28)
Laboratory Associate II (RC-28)
26. Legal Research Assistant
27. Licensed Practical Nurse I (RC-28)
Licensed Practical Nurse II (RC-28)
28. Lock and Dam Tender
29. Lottery Commodities Distributor II
30. Lottery Drawing Specialist
Lottery Drawing Senior Specialist
31. Natural Resources Technician I
Natural Resources Technician II
32. Office Aide (RC-14)
Office Clerk (RC-14)
Office Assistant (RC-14)
Office Administrator I (RC-14)⁴
Office Associate (RC-14)
Office Coordinator (RC-14)
Office Administrator II (RC-14)⁴
Office Specialist (RC-28)
Executive Secretary I (RC-14)
Office Administrator III (RC-14)⁴
Office Administrative Specialist (RC-28)
Executive Secretary II (RC-14)
Office Administrator IV (RC-28)⁴
Office Administrator V (RC-28)⁴
Executive Secretary III (RC-14)
33. Pharmacy Technician (RC-28)
Pharmacy Lead Technician (RC-28)
Graduate Pharmacist (RC-63)
Staff Pharmacist (RC-63)
Clinical Pharmacist (RC-63)
Pharmacy Services Coordinator (RC-63)
34. Public Aid Eligibility Assistant
35. Radiologic Technologist
Radiologic Technologist Program Coordinator
36. Rehabilitation Counselor Aide I (RC-28)
Rehabilitation Counselor Aide II (RC-28)

- Rehabilitation Counselor Trainee (RC-62)¹
- Rehabilitation Counselor (RC-62)
- Rehabilitation Counselor Senior (RC-62)
- 37. Site Interpreter (RC-28)
- Site Interpretive Coordinator (RC-62)
- Site Services Specialist I (RC-62)
- Site Services Specialist II (RC-62)
- 38. Site Technician I⁴
- Site Technician II⁴
- Ranger
- Senior Ranger
- 39. Social Service Community Planner
- 40. State Police Crime Information Evaluator (RC-28)
- Criminal Intelligence Analyst I (RC-62)
- Criminal Intelligence Analyst II (RC-62)
- Crime Scene Investigator (RC-28)
- Criminal Intelligence Analyst Specialist (RC-62)
- 41. State Police Evidence Technician I
- State Police Evidence Technician II
- 42. Statistical Research Technician (RC-28)
- Statistical Research Specialist I (RC-62)
- Statistical Research Specialist II (RC-62)
- Statistical Research Specialist III (RC-62)
- 43. Veterans Service Officer
- 44. Vocational Instructor (RC-28)
- Rehabilitation Workshop Supervisor I (RC-62)
- Rehabilitation Workshop Supervisor II (RC-62)
- 45. Waterways Construction Supervisor I
- Waterways Construction Supervisor II

PART IX
RC-28 NON-PERSONNEL CODE
CLASSIFICATION SERIES

(Capital Development Board)

- 1. Administrative Assistant II

(Commerce Commission)

- 1. Management Information Technician

PART X
RC-42 CLASSIFICATION SERIES

1. Building/Grounds Laborer
Building/Grounds Maintenance Worker*
Building/Grounds Lead I
Building/Grounds Lead II
Building/Grounds Supervisor
2. Intermittent Laborer (Maintenance)
3. Race Track Maintainer I
Race Track Maintainer II
4. Refrigeration & Air Conditioning Repairer
5. Sign Shop Foreman

(*NOTE: Limited usage of this class. Career progression and bumping may be restricted due to licenses or certifications that a position may require.)

PART XI
RC-42 NON-PERSONNEL CODE
CLASSIFICATION SERIES

(Military Affairs)

1. Military Facility Administrator I
2. Military Maintenance Engineer
3. Military Range Control/Maintenance Specialist

PART XII
RC-62 AND RC-63 CLASSIFICATION SERIES

1. Accountant (RC-62)
Accountant Advanced (RC-62)
2. Accountant Supervisor (RC-62)
3. Accounting and Fiscal Administration Career Trainee (RC-62)¹
4. Activity Therapist Supervisor (RC-62)
5. Actor (ALPLM) (RC-62)
6. Actuarial Assistant (RC-62)
Actuary I (RC-62)²
Actuary II (RC-62)²
Actuary III (RC-63)
7. Actuarial Examiner Trainee (RC-62)¹
Actuarial Examiner (RC-62)

- Actuarial Senior Examiner (RC-62)
- 8. Agricultural Market News Assistant (RC-62)
- Agricultural Marketing Reporter (RC-62)
- 9. Agricultural Market News Assistant (RC-62)
- Agricultural Marketing Representative (RC-62)
- 10. Agriculture Land and Water Resource Specialist I (RC-62)
- Agriculture Land and Water Resource Specialist II (RC-62)
- Agriculture Land and Water Resource Specialist III (RC-62)
- 11. Aircraft Pilot I (RC-62)
- Aircraft Pilot II (RC-62)
- Aircraft Pilot II – Dual Rating (RC-62)
- 12. Amusement Ride Safety Inspector
- 13. Appraisal Specialist I (RC-62)
- Appraisal Specialist II (RC-62)
- Appraisal Specialist III (RC-62)
- 14. Arts Council Associate (RC-62)
- Arts Council Program Representative (RC-62)
- Arts Council Program Coordinator (RC-62)
- 15. Assignment Coordinator (RC-62)
- 16. Assistant Reimbursement Officer (RC-28)
- Reimbursement Officer I (RC-62)
- Reimbursement Officer II (RC-62)
- 17. Bank Examiner I (RC-62)
- Bank Examiner II (RC-62)
- Bank Examiner III (RC-62)
- 18. Behavioral Analyst Associate (RC-62)¹
- Behavioral Analyst I (RC-62)
- Behavioral Analyst II (RC-62)
- 19. Boiler Safety Supervisor (RC-62)
- 20. Business Administrative Specialist (RC-62)
- Business Manager (RC-62)
- 21. Buyer (RC-62)
- 22. Cancer Registrar I (RC-62)
- Cancer Registrar II (RC-62)
- Cancer Registrar III (RC-62)
- Cancer Registrar Assistant Manager (RC-62)
- Cancer Registrar Manager (RC-62)
- 23. Capital Development Board Account Technician (RC-62)
- 24. Capital Development Board Art in Architecture Technician (RC-62)
- 25. Capital Development Board Construction Support Analyst (RC-62)
- 26. Capital Development Board Project Technician (RC-62)

27. Chaplain I (RC-63)
Chaplain II (RC-63)
28. Chemist I (RC-62)²
Chemist II (RC-62)²
Chemist III (RC-62)^{2,3}
- 29a. Child Protection Associate Specialist (RC-62)⁴
Child Protection Specialist (RC-62)
Child Protection Advanced Specialist (RC-62)
- 29b. Child Welfare Associate Specialist (RC-62)⁴
Child Welfare Specialist (RC-63)
Child Welfare Advanced Specialist (RC-63)
Child Welfare Senior Specialist (RC-63)
30. Child Support Specialist Trainee (RC-62)¹
Child Support Specialist I (RC-62)
Child Support Specialist II (RC-62)
31. Child Welfare Administrative Case Reviewer (RC-63)
32. Child Welfare Court Facilitator (RC-63)
33. Child Welfare Staff Development Coordinator IV (RC-62)³
34. Children and Family Service Intern, Option 1 (RC-62)¹
Children and Family Service Intern, Option 2 (RC-62)¹
35. Civil Engineer I (RC-63)
Civil Engineer II (RC-63)
Civil Engineer III (RC-63)
Civil Engineer IV (RC-63)
36. Clinical Laboratory Technologist Trainee (RC-62)
Clinical Laboratory Technologist I (RC-62)
Clinical Laboratory Technologist II (RC-62)
37. Communication Systems Specialist (RC-62)
38. Community Management Specialist I (RC-62)²
Community Management Specialist II (RC-62)²
Community Management Specialist III (RC-62)²
39. Community Planner I (RC-62)²
Community Planner II (RC-62)²
Community Planner III (RC-62)²
40. Conservation Education Representative (RC-62)
41. Conservation Grant Administrator I (RC-62)
Conservation Grant Administrator II (RC-62)
Conservation Grant Administrator III (RC-62)
42. Construction Program Assistant (RC-62)
43. Correctional Counselor I (RC-62)
Correctional Counselor II (RC-62)
Correctional Counselor III (RC-62)
44. Corrections Apprehension Specialist (RC-62)

45. Corrections Assessment Specialist (RC-63)
46. Corrections Industries Marketing Representative (RC-62)
47. Corrections Law Library Assistant (RC-62)
48. Corrections Leisure Activities Specialist I (RC-62)²
 Corrections Leisure Activities Specialist II (RC-62)²
 Corrections Leisure Activities Specialist III (RC-62)²
 Corrections Leisure Activities Specialist IV (CU-500)
49. Corrections Parole Agent (RC-62)
 Corrections Senior Parole Agent (RC-62)
 Public Service Administrator [Option 7] {Parole Supervisor}
 (CU-500)
50. Criminal Justice Specialist Trainee (RC-62)^{1,2}
 Criminal Justice Specialist I (RC-62)²
 Criminal Justice Specialist II (RC-62)²
51. Curator of the Lincoln Collection (RC-62)
52. Data Processing Supervisor I (RC-62)
 Data Processing Supervisor II (RC-62)³
 Data Processing Supervisor III (RC-62)
53. Day Care Licensing Representative I (RC-62)
 Day Care Licensing Representative II (RC-63)
54. Dental Assistant (RC-28)
 Dental Hygienist (RC-28)
 Dentist I (RC-63)
 Dentist II (RC-63)
55. Developmental Disabilities Council Program Planner I (RC-62)²
 Developmental Disabilities Council Program Planner II (RC-62)²
 Developmental Disabilities Council Program Planner III (RC-62)²
56. Dietary Manager I (RC-62)
 Dietary Manager II (RC-62)
57. Dietitian (RC-62)
58. Disability Appeals Officer (RC-62)
59. Disability Claims Adjudicator Trainee (RC-62)¹
 Disability Claims Adjudicator I (RC-62)
 Disability Claims Adjudicator II (RC-62)
60. Disability Claims Specialist (RC-62)
 Disability Claims Analyst (RC-62)
61. Disability Rights Manager (RC-62)
62. Disaster Services Planner (RC-62)
63. Document Examiner (RC-62)
64. Economic Development Representative I (RC-62)
 Economic Development Representative II (RC-62)
65. Educational Diagnostician (RC-62)

66. Educator – Career and Technical (RC-63)
67. Educator (RC-63)
68. Electrical Engineer (RC-63)
69. Electrical Engineer III (RC-63)
70. Electric Field Inspector I (RC-62)
71. Employment Security Field Office Supervisor (RC-62)
72. Employment Security Manpower Representative I (RC-62)
Employment Security Manpower Representative II (RC-62)
73. Employment Security Program Representative Intermittent (RC-62)
Employment Security Program Representative (RC-62)
Employment Security Service Representative (RC-62)
74. Employment Security Specialist I (RC-62)
Employment Security Specialist II (RC-62)
Employment Security Specialist III (RC-62)^{2,3}
75. Employment Security Tax Auditor I (RC-62)
Employment Security Tax Auditor II (RC-62)
76. Energy and Natural Resources Specialist Trainee (RC-62)¹
Energy and Natural Resources Specialist I (RC-62)
Energy and Natural Resources Specialist II (RC-62)
Energy and Natural Resources Specialist III (RC-62)
77. Engineering Technician IV (RC-62)
78. Environmental Engineer I (RC-63)
Environmental Engineer II (RC-63)
Environmental Engineer III (RC-63)
Environmental Engineer IV (RC-63)
79. Environmental Health Specialist I (RC-62)
Environmental Health Specialist II (RC-62)
Environmental Health Specialist III (RC-62)
80. Environmental Protection Associate (RC-62)
81. Environmental Protection Engineer I (RC-63)
Environmental Protection Engineer II (RC-63)
Environmental Protection Engineer III (RC-63)
Environmental Protection Engineer IV (RC-63)
82. Environmental Protection Geologist I (RC-63)
Environmental Protection Geologist II (RC-63)
Environmental Protection Geologist III (RC-63)
Environmental Protection Geologist IV (RC-63)
83. Environmental Protection Specialist I (RC-62)²
Environmental Protection Specialist II (RC-62)
Environmental Protection Specialist III (RC-62)²
Environmental Protection Specialist IV (RC-62)^{2,3}
84. Equal Pay Specialist (RC-62)
85. Executive I (RC-62)²

- Executive II (RC-62)²
- 86. Financial Institutions Examiner Trainee (RC-62)¹
 Financial Institutions Examiner I (RC-62)²
 Financial Institutions Examiner II (RC-62)²
 Financial Institutions Examiner III (RC-62)²
- 87. Fire Protection Engineer (RC-63)
- 88. Fire Protection Specialist I (RC-62)
- 89. Firearms Eligibility Analyst Trainee (RC-62)
 Firearms Eligibility Analyst I (RC-62)
 Firearms Eligibility Analyst II (RC-62)
- 90. Flight Safety Coordinator (RC-62)
- 91. Forensic Scientist Trainee (RC-62)¹
 Forensic Scientist I (RC-62)²
 Forensic Scientist II (RC-62)²
 Forensic Scientist III (RC-62)²
- 92. Gaming Licensing Analyst (RC-62)
 Gaming Licensing Specialist
- 93. Gaming Operations Supervisor (RC-62)
 Gaming Shift Supervisor (RC-62)
- 94. Gaming Special Agent Trainee (RC-62)
 Gaming Special Agent (RC-62)
 Gaming Senior Specialist Agent (RC-62)
- 95. Gaming Unit Supervisor (RC-62)
- 96. Geographic Information Trainee (RC-63)¹
 Geographic Information Specialist I (RC-63)
 Geographic Information Specialist II (RC-63)
- 97. Guardianship Representative (RC-62)
- 98. Habilitation Program Coordinator (RC-62)
- 99. Handicapped Services Representative I (RC-62)
- 100. Health Facilities Surveyor I (RC-62)
 Health Facilities Surveyor II (RC-62)
 Health Facilities Surveyor III (RC-62)
- 101. Health Information Administrator (RC-62)
- 102. Health Services Investigator I [Option A] (RC-62)
 Health Services Investigator II [Option A] (RC-62)
 Health Services Investigator III [Option C] (RC-62)
- 103. Hearing and Speech Technician II (RC-28)
 Hearing and Speech Associate (RC-63)¹
 Hearing and Speech Specialist (RC-63)
 Hearing and Speech Advanced Specialist (RC-63)
- 104. Historical Actor (RC-62)
- 105. Historical Documents Conservator (RC-62)
- 106. Historical Exhibits Designer (RC-62)

107. Historical Library Chief of Acquisitions (RC-63)
108. Historical Research Editor (RC-62)
Historical Research Editor II (RC-62)
109. Human Relations Representative (RC-62)
110. Human Resource Specialist (RC-62)
Human Resources Trainee 1 (RC-14)
(Positions in Revenue only)
Human Resources Assistant (RC-14)
Human Resources Associate (RC-14)
Human Resources Representative (RC-62)
Human Resources Specialist (RC-62)
Human Resources Advanced Specialist (RC-62)
111. Human Rights Investigator Trainee (RC-62)
Human Rights Investigator I (RC-62)
Human Rights Investigator II (RC-62)
Human Rights Investigator III (RC-62)
112. Human Rights Mediator (RC-62)
113. Human Rights Specialist I (RC-62)
Human Rights Specialist II (RC-62)
Human Rights Specialist III (RC-62)
114. Human Services Caseworker (RC-62)
115. Human Services Caseworker Manager (RC-62)
116. Human Services Grants Coordinator Trainee (RC-62)¹
Human Services Grants Coordinator I (RC-62)
Human Services Grants Coordinator II (RC-62)
Human Services Grants Coordinator III (RC-62)
117. Human Services Sign Language Interpreter (RC-62)
118. Iconographer (RC-62)
119. Industrial & Community Development Representative I (RC-62)
Industrial & Community Development Representative II (RC-62)
120. Industrial Services Consultant Trainee (RC-62)¹
Industrial Services Consultant I (RC-62)²
Industrial Services Consultant II (RC-62)²
121. Industrial Services Hygienist Trainee (RC-62)¹
Industrial Services Hygienist Technician (RC-62)
Industrial Services Hygienist (RC-62)
122. Information Services Intern (RC-63)¹
Information Services Specialist I (RC-63)
Information Services Specialist II (RC-63)
Information Systems Analyst I (RC-63)
Information Systems Analyst II (RC-63)
Information Systems Analyst III (RC-63)
123. Instrument Designer (RC-62)

124. Insurance Analyst Specialist
Insurance Senior Analyst (RC-62)
Insurance Analyst III (RC-62)
Insurance Analyst IV (RC-62)
125. Insurance Financial Specialist (RC-62)
126. Insurance Company Claims Examiner II (RC-62)
127. Insurance Company Financial Examiner Trainee (RC-62)¹
Insurance Company Field Staff Examiner (RC-62)
128. Insurance Performance Examiner I (RC-62)
Insurance Performance Examiner II (RC-62)
Insurance Performance Examiner III (RC-62)
129. Intermittent Unemployment Insurance Technician (RC-28)
Unemployment Insurance Adjudicator I (RC-62)
Intermittent Unemployment Insurance Representative (RC-62)
Unemployment Insurance Adjudicator II (RC-62)
Unemployment Insurance Adjudicator III (RC-62)
130. Internal Auditor Trainee (RC-62)
Internal Auditor I (RC-62)
Internal Auditor II (RC-62)
131. Internal Security Investigator I (Excludes Corrections) (RC-62)
Internal Security Investigator II (Excludes Corrections) (RC-62)
132. International Marketing Representative I (RC-62)
133. Juvenile Justice School Counselor (RC-63)
134. Juvenile Justice Youth & Family Specialist - Option 1 (RC-62)
Juvenile Justice Youth & Family Specialist - Option 2 (RC-62)
135. Kidcare Supervisor (RC-62)
136. Labor Conciliator (RC-62)
137. Laboratory Equipment Specialist (RC-62)
138. Laboratory Quality Specialist I (RC-62)
Laboratory Quality Specialist II (RC-62)
139. Laboratory Research Scientist (RC-63)
140. Laboratory Research Specialist I (RC-62)
Laboratory Research Specialist II (RC-62)
141. Land Acquisition Agent I (RC-62)
Land Acquisition Agent II (RC-62)
Land Acquisition Agent III (RC-62)
142. Land Reclamation Specialist I (RC-62)
Land Reclamation Specialist II (RC-62)
143. Landscape Planner (RC-63)
Landscape Architect (RC-63)
144. Liability Claims Adjuster I (RC-62)
Liability Claims Adjuster II (RC-62)
145. Library Associate (RC-62)

- Librarian I (RC-63)
- Librarian II (RC-63)
- 146. Life Science Career Trainee (RC-62)¹
- 147. Liquor Control Special Agent II (RC-62)
- 148. Local Historic Services Representative (RC-62)
- 149. Local Housing Advisor I (RC-62)
- Local Housing Advisor II (RC-62)
- Local Housing Advisor III (RC-62)
- 150. Local Revenue and Fiscal Advisor I (RC-62)²
- Local Revenue and Fiscal Advisor II (RC-62)²
- Local Revenue and Fiscal Advisor III (RC-62)²
- 151. Lottery Drawing Specialist
- Lottery Drawing Senior Specialist
- 152. Lottery Regional Coordinator (RC-62)
- 153. Lottery Telemarketing Representative (RC-14)
- Lottery Sales Representative (RC-62)
- 154. Management Operations Analyst I (RC-62)³
- Management Operations Analyst II (RC-62)³
- Management Systems Specialist (RC-63)³
- 155. Manpower Planner Trainee (RC-62)
- Manpower Planner I (RC-62)
- Manpower Planner II (RC-62)
- Manpower Planner III (RC-62)
- 156. Manuscripts Manager (RC-63)
- 157. Mechanical Engineer I (RC-63)
- Mechanical Engineer II (RC-63)
- Mechanical Engineer III (RC-63)
- 158. Medical Assistance Consultant I (RC-62)²
- Medical Assistance Consultant II (RC-62)²
- Medical Assistance Consultant III (RC-62)
- 159. Mental Health Administrator Trainee (RC-62)
- Mental Health Administrator I (RC-62)
- Mental Health Administrator II (RC-62)
- 160. Mental Health Recovery Support Specialist I (RC-62)
- Mental Health Recovery Support Specialist II (RC-62)
- 161. Mental Health Specialist Trainee (RC-62)¹
- Mental Health Specialist I (RC-62)
- Mental Health Specialist II (RC-62)
- Mental Health Specialist III (RC-62)
- 162. Mental Health Technician V (Activities Only) (RC-9)
- Activity Therapist (RC-62)
- Activity Therapist Coordinator (RC-62)
- 163. Medicaid Management Intern

164. Medicaid Management Analyst
165. Meteorologist (RC-62)
166. Methods and Procedures Career Associate Trainee (RC-62)^{1,2}
Methods and Procedures Career Associate I (RC-62)²
Methods and Procedures Career Associate II (RC-62)²
Methods and Procedures Advisor I (RC-62)²
Methods and Procedures Advisor II (RC-62)^{2,3}
Methods and Procedures Advisor III (RC-62)^{2,3}
167. Metrologist Associate (RC-62)
168. Microbiologist I (RC-62)
Microbiologist II (RC-62)
169. Museum Theater Systems Technician (RC-62)
170. Natural Resources Coordinator (RC-62)
Natural Resources Specialist (RC-62)
Natural Resources Advanced Specialist (RC-62)
171. Nutritionist (RC-63)
172. Occupational Therapist (RC-63)
Occupational Therapist Program Coordinator (RC-63)
Occupational Therapist Supervisor (RC-63)
173. Oral Health Consultant (RC-62)
174. Paralegal Assistant (RC-62)
175. Pension & Death Benefits Technician I (RC-62)
Pension & Death Benefits Technician II (RC-62)
176. Pharmacist Technician (RC-28)
Pharmacist Lead Technician (RC-28)
Graduate Pharmacist (RC-63)¹
Staff Pharmacist (RC-63)
Clinical Pharmacist (RC-63)
Pharmacy Services Coordinator (RC-63)
177. Pharmacy Manager (RC-63)
178. Physical Therapist (RC-63)
Physical Therapist Program Coordinator (RC-63)
179. Physician (RC-63)
Physician Specialist [Option A] (RC-63)
Physician Specialist [Option B] (RC-63)
Physician Specialist [Option C] (RC-63)
Physician Specialist [Option D] (RC-63)
Physician Specialist [Option E] (RC-63)
180. Pipeline Safety Analyst Trainee (RC-62)
Pipeline Safety Supervisor (RC-62)
181. Plumbing Consultant (RC-62)
182. Podiatrist (RC-63)
183. Police Training Specialist (RC-62)

184. Private Secretary I (RC-62)
185. Program Integrity Auditor Trainee (RC-62)¹
Program Integrity Auditor I (RC-62)
Program Integrity Auditor II (RC-62)
186. Project Designer (RC-63)
Architect (RC-63)
187. Property Consultant (RC-62)
188. Psychologist Associate (RC-63)¹
Psychologist I (RC-63)
Psychologist II (RC-63)
Psychologist III (RC-63)
Clinical Psychologist Associate (RC-63)¹
Clinical Psychologist (RC-63)
189. Public Aid Eligibility Assistant (RC-28)
Human Services Caseworker (RC-62)¹
Public Aid Lead Caseworker Specialist (RC-62)
190. Public Aid Investigator Trainee (RC-62)
Public Aid Investigator (RC-62)
191. Public Aid Program Quality Analyst (RC-62)
192. Public Aid Quality Control Reviewer (RC-62)
Public Aid Quality Control Supervisor (RC-62)
193. Public Aid Staff Development Specialist I (RC-62)
Public Aid Staff Development Specialist II (RC-62)
194. Public Health Educator Associate (RC-62)
Public Health Educator (RC-63)
195. Public Health Program Specialist Trainee (RC-62)¹
Public Health Program Specialist I (RC-62)²
Public Health Program Specialist II (RC-62)²
Public Health Program Specialist III (RC-62)²
196. Public Information Coordinator (RC-62)
Public Information Officer III (RC-62)²
Public Information Officer IV (RC-62)²
197. Public Safety Drug Screening Specialist (RC-62)
198. Public Safety Inspector Trainee (RC-62)¹
Public Safety Inspector (RC-62)
199. Public Safety Communications Manager (RC-63)
200. Public Service Administrator [Option 1] (RC-63)³
201. Public Service Administrator [Option 2] (RC-62)^{2,3}
202. Public Service Administrator [Option 3] (RC-63)
203. Public Service Administrator [Option 4] (RC-63)
204. Public Service Administrator [Option 6] (RC-62)³
205. Public Service Administrator [Option 6] (RC-63)³
206. Public Service Administrator [Option 6E] (RC-63)

207. Public Service Administrator [Option 7] (RC-62)
(Gaming Board, Healthcare & Family Services, Revenue)
208. Public Service Administrator [Option 7] (RC-63)
(Criminal Justice Information Authority)
209. Public Service Administrator [Option 8A] (RC-63)
210. Public Service Administrator [Option 8B] (RC-62)
211. Public Service Administrator [Option 8C] (RC-62)
212. Public Service Administrator [Option 8D] (RC-63)
213. Public Service Administrator [Option 8E] (RC-63)
214. Public Service Administrator [Option 8F] (RC-62)
215. Public Service Administrator [Option 8H] (RC-63)³
216. Public Service Administrator [Option 8I] (RC-63)
217. Public Service Administrator [Option 8N] (RC-63)³
218. Public Service Administrator [Option 8P] (RC-63)
(Human Services)
219. Public Service Administrator [Option 8S] (RC-63)³
(Human Services, Veterans' Affairs)
220. Public Service Administrator [Option 8T] (RC-63)
221. Public Service Administrator [Option 8U] (RC-63)
222. Public Service Administrator [Option 8Y] (RC-62)
223. Public Service Administrator [Option 8Z] (RC-62)
224. Public Service Administrator [Option 9A] (RC-62)
225. Public Service Administrator [Option 9B] (RC-63)
226. Public Service Administrator [Option 9G] (RC-63)
227. Railroad Safety Specialist I (RC-62)
Railroad Safety Specialist II (RC-62)
Railroad Safety Specialist III (RC-62)
Railroad Safety Specialist IV (RC-62)
228. Real Estate Investigator (RC-62)
229. Real Estate Professions Examiner (RC-62)
230. Recreation Worker I (RC-62)
Recreation Worker II (RC-62)
231. Rehabilitation Counselor Aide I (RC-28)
Rehabilitation Counselor Aide II (RC-28)
Rehabilitation Counselor Trainee (RC-62)¹
Rehabilitation Counselor (RC-62)
Rehabilitation Counselor Senior (RC-62)
232. Rehabilitation/Mobility Instructor Trainee (RC-63)¹
Rehabilitation/Mobility Instructor (RC-63)
233. Rehabilitation Services Advisor I (RC-62)
234. Rehabilitation Workshop Instructor I (RC-9)
Rehabilitation Workshop Instructor II (RC-9)
Rehabilitation Workshop Supervisor I (RC-62)

- Rehabilitation Workshop Supervisor II (RC-62)
- Rehabilitation Workshop Supervisor III (RC-62)
- 235. Reimbursement Officer I (RC-62)
- Reimbursement Officer II (RC-62)
- 236. Research Analyst (RC-63)
- 237. Research Economist (RC-62)²
- 238. Research Scientist I (RC-62)
- Research Scientist II (RC-62)
- Research Scientist III (RC-62)
- 239. Residential Services Supervisor (RC-62)
- 240. Resource Planner I (RC-62)
- Resource Planner II (RC-62)
- Resource Planner III (RC-62)
- 241. Resources Placement Specialist (RC-62)
- 242. Retirement Systems Benefits Technician I
- Retirement Systems Benefits Technician II
- 243. Retirement Benefits Representative Trainee (RC-62)
- Retirement Benefits Representative (RC-62)
- Retirement Benefits Representative Supervisor (RC-62)
- 244. Retirement System Disability Specialist (RC-62)
- 245. Revenue Auditor Trainee (RC-62)¹
- Revenue Auditor I (RC-62)
- Revenue Auditor II (RC-62)
- Revenue Auditor III (RC-62)
- Revenue Computer Audit Specialist (RC-62)
- 246. Revenue Audit Supervisor (RC-62)²
- 247. Revenue Collection Officer Trainee (RC-62)¹
- Revenue Collection Officer I (RC-62)
- Revenue Collection Officer II (RC-62)
- Revenue Collection Officer III (RC-62)
- 248. Revenue Special Agent Trainee (RC-62)¹
- Revenue Special Agent (RC-62)
- Revenue Senior Special Agent (RC-62)
- 249. Revenue Tax Specialist Trainee (RC-62)¹
- Revenue Tax Specialist I (RC-62)
- Revenue Tax Specialist II (RC-62)
- Revenue Tax Specialist III (RC-62)
- 250. School Psychologist (RC-63)
- 251. Senior Procurement Specialist (RC-63)
- 252. Sex Offender Therapist I (RC-62)
- Sex Offender Therapist II (RC-62)
- 253. Site Assistant Superintendent I (RC-62)
- Site Assistant Superintendent II (RC-62)

254. Site Interpreter (RC-28)
Site Interpretive Coordinator (RC-62)
Site Services Specialist I (RC-62)
Site Services Specialist II (RC-62)
255. Social Service Consultant I (RC-62)
Social Service Consultant II (RC-62)
256. Social Service Program Planner I (RC-62)
Social Service Program Planner II (RC-62)
Social Service Program Planner III (RC-62)²
Social Service Program Planner IV (RC-62)²
257. Social Service Career Trainee (RC-62)¹
258. Social Worker I (RC-62)
Social Worker II (RC-63)
Social Worker III (RC-63)
Social Worker IV (RC-63)
259. Special Education Resources Coordinator (RC-63)
260. Staff Development Specialist I (RC-62)
261. Staff Development Technician I (RC-62)
Staff Development Technician II (RC-62)
262. State Mine Inspector (RC-62)
State Mine Inspector at Large (RC-62)
263. State Police Crime Information Evaluator (RC-28)
Criminal Intelligence Analyst I (RC-62)
Criminal Intelligence Analyst II (RC-62)
Crime Scene Investigator (RC-28)
Criminal Intelligence Analyst Specialist (RC-62)
264. State Police Field Specialist I (RC-62)
State Police Field Specialist II (RC-62)
265. Statistical Research Technician (RC-28)
Statistical Research Specialist I (RC-62)
Statistical Research Specialist II (RC-62)
Statistical Research Specialist III (RC-62)
266. Statistical Research Supervisor (RC-63)
267. Storage Tank Safety Specialist (RC-62)
268. Telecommunications Specialist (RC-62)
Information Technology Trainee (RC-62)
Information Technology/Communications Systems Specialist I (RC-62)
Information Technology/Communications Systems Specialist II (RC-62)
269. Telecommunications Systems Technician I (RC-62)
Telecommunications Systems Technician II (RC-62)
Telecommunications System Analyst (RC-62)

- 270. Terrorism Research Specialist Trainee (RC-62)¹
Terrorism Research Specialist I (RC-62)
Terrorism Research Specialist II (RC-62)
Terrorism Research Specialist III (RC-62)
- 271. Transportation Industry Customer Service Representative II (RC-62)
- 272. Unemployment Insurance Revenue Specialist (RC-62)
Unemployment Insurance Revenue Analyst I (RC-62)
Unemployment Insurance Revenue Analyst II (RC-62)
- 273. Unemployment Insurance Special Agent (RC-62)
- 274. Vehicle Emission Compliance Supervisor (RC-62)
- 275. Veterans Educational Specialist (RC-62)
- 276. Veterans Employment Representative I (RC-62)
Veterans Employment Representative II (RC-62)
Veterans Employment Representative III (RC-62)
- 277. Veterinarian I (RC-63)
Veterinarian II (RC-63)
Veterinarian III (RC-63)³
- 278. Vision and Hearing Consultant I (RC-63)
Vision and Hearing Consultant II (RC-63)
Vision and Hearing Consultant III (RC-63)
- 279. Volunteer Services Coordinator I (RC-62)
Volunteer Services Coordinator II (RC-62)
Volunteer Services Coordinator III (RC-62)
- 280. Wage Claims Specialist (RC-62)
- 281. Water Engineer II (RC-63)
- 282. Weatherization Specialist Trainee (RC-62)¹
Weatherization Specialist I (RC-62)
Weatherization Specialist II (RC-62)
Weatherization Specialist III (RC-62)
- 283. Workers Compensation Insurance Compliance Investigator (RC-62)

Part XIII
RC-62/63 NON-PERSONNEL CODE
CLASSIFICATION SERIES

(Capital Development Board)

- 1. Capital Planning Liaison (RC-62)
- 2. Capital Program Analyst Trainee (RC-62)¹
Capital Program Analyst (RC-62)
Senior Capital Program Analyst (RC-62)
- 3. Contract Executive (RC-62)

4. Project Manager Trainee (RC-62)¹
Project Manager (RC-62)
Senior Project Manager (RC-62)
5. Technical Specialist Trainee (RC-62)¹
Technical Specialist (RC-62)
Senior Technical Specialist (RC-62)

(Commerce Commission)

1. 9-1-1 Analyst III (RC-63)
2. Compliance Specialist (RC-62)
3. Consumer Counselor I (RC-62)
Consumer Counselor II (RC-62)
Consumer Counselor III (RC-62)
4. Consumer Policy Analyst (RC-62)
5. Consumer Program Coordinator (RC-62)
6. Economic Analyst II (RC-63)
Economic Analyst III (RC-63)
Economic Analyst IV (RC-63)
Senior Economic Analyst (RC-63)
7. Electrical Engineer II (RC-63)
Electrical Engineer IV (RC-63)
8. Engineering Analyst III (RC-63)
Engineering Analyst IV (RC-63)
9. Executive V (RC-62)
10. Financial and Budget Assistant (RC-62)
11. Gas Engineer II (RC-63)
Gas Engineer IV (RC-63)
12. General Services Administrator I (RC-62)
13. Transportation Industry Customer Service Representative II (RC-62)
14. JULIE Investigator (RC-62)
15. Manager (RC-63)
16. Market Development Associate (RC-62)
17. Operations Technician (RC-62)
18. Pipeline Safety Analyst I (RC-62)
Pipeline Safety Analyst II (RC-62)
Pipeline Safety Analyst III (RC-62)
19. Policy Analyst III (RC-62)
20. Rail Safety Program Administrator (RC-63)
21. Rate Analyst II (RC-63)
Rate Analyst III (RC-63)
Senior Rate Analyst (RC-63)
22. Supervisor (RC-62)

23. Tariff Administrator IV (RC-63)
24. Technical Analyst (RC-63)
25. Transportation Investigator I (RC-62)
Transportation Investigator II (RC-62)
26. Water Engineer III (RC-63)
Water Engineer IV (RC-63)

(Emergency Management Agency)

1. Nuclear Safety Administrator I (RC-63)
2. Nuclear Safety Administrator II (RC-63)
3. Nuclear Safety Associate (RC-62)
4. Nuclear Safety Emergency Preparedness Coordinator (RC-62)
Nuclear Safety Senior Emergency Preparedness Coordinator (RC-62)
5. Nuclear Safety Engineering Associate I (RC-62)
Nuclear Safety Engineering Associate II (RC-62)
Nuclear Safety Engineer I (RC-63)³
Nuclear Safety Engineer II (RC-63)³
6. Nuclear Safety Equipment Technician (RC-62)
Nuclear Safety Senior Equipment Technician (RC-62)
7. Nuclear Safety Health Physics Assistant (RC-62)
Nuclear Safety Health Physics Technician I (RC-62)
Nuclear Safety Health Physics Technician II (RC-62)
Nuclear Safety Health Physics Technician III (RC-62)
8. Nuclear Safety Health Physicist I (RC-62)³
Nuclear Safety Health Physicist II (RC-63)
9. Nuclear Safety Information Systems Specialist I (RC-62)³
Nuclear Safety Information Systems Specialist II (RC-62)³
10. Nuclear Safety Inspector I (RC-62)
Nuclear Safety Inspector II (RC-62)
11. Nuclear Safety Manager I (RC-62)
Nuclear Safety Manager II (RC-63)
12. Nuclear Safety Paralegal Assistant I (RC-62)
Nuclear Safety Paralegal Assistant II (RC-62)
13. Nuclear Safety Policy Analyst I (RC-62)
Nuclear Safety Policy Analyst II (RC-62)
Nuclear Safety Policy Analyst III (RC-63)
14. Nuclear Safety Radiochemistry Laboratory Assistant (RC-62)
Nuclear Safety Radiochemistry Laboratory Analyst I (RC-62)
15. Nuclear Safety Radiochemistry Laboratory Analyst II (RC-62)
16. Nuclear Safety Scientist I (RC-62)³
17. Nuclear Safety Scientist II (RC-63)
18. Nuclear Safety Supervisor I (RC-62)

19. Nuclear Safety Supervisor III (RC-63)

(Military Affairs)

1. Military Administrative Specialist (RC-62)
2. Military Cooperative Agreement Specialist (RC-62)
3. Military Crash Fire Rescue I (RC-62)
Military Crash Fire Rescue II (RC-62)
4. Military Energy Manager (RC-62)
5. Military Engineer Technician (RC-63)
6. Military Environmental Specialist (RC-62)
Military Environmental Specialist II (RC-62)
Military Environmental Specialist III (RC-62)
7. Military Facilities Engineer (RC-62)
Military Geographic Information Specialist I
Military Geographic Information Specialist II
8. Military Program Supervisor (RC-62)
Military Service Agreement Supervisor (RC-62)
9. Military Security Police I (RC-62)
Military Security Police II (RC-62)

(Natural Resources)

1. Curator I (RC-63)
Curator II (RC-63)
Curator III (RC-63)
2. Museum Section Head I (RC-63)
3. Museum Technician I (RC-62)
Museum Technician II (RC-62)
Museum Technician III (RC-62)

(Racing Board)

1. Alternate Steward (RC-62)
2. Chief State Veterinarian (RC-63)
3. Chief State Steward (RC-62)
4. Chief Veterinary Technician (RC-62)
5. Senior State Veterinarian (RC-63)
6. State Veterinarian (RC-63)
7. State Steward (RC-62)
8. Steward's Assistant (RC-62)

- ¹ All trainee classes are subject to Memoranda of Understanding which contain special provisions that modify the Master Agreement language.
- ² See Article XVIII, Section 2; Article XIX, Section 2; Article XX, Section 2 – Special Skills Provisions. NOTE: All RC-63 positions are subject to these provisions.
- ³ Excludes certain positions as determined by the Office of Collective Bargaining or the State Labor Relations Board. (See Memorandum of Understanding regarding split classifications.)
- ⁴ See Memorandum of Understanding regarding this Series.

PART XIV
CU-500 TITLES AND SALARY GRADES

CU-500 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|---------------|---|-----------|
| 09655 | Correctional Casework Supervisor | CU-500-20 |
| 09673 | Correctional Lieutenant | CU-500-19 |
| 09773 | Corrections Clerk III | CU-500-16 |
| 09795 | Corrections Food Service Supervisor III | CU-500-18 |
| 09800 | Corrections Identification Supervisor | CU-500-19 |
| 09807 | Corrections Industry Supervisor | CU-500-18 |
| 09809 | Corrections Laundry Manager II | CU-500-17 |
| 09814 | Corrections Leisure Activity Specialist IV | CU-500-20 |
| 09822 | Corrections Maintenance Supervisor | CU-500-17 |
| 09838 | Corrections Residence Counselor II | CU-500-17 |
| 09863 | Corrections Supply Supervisor III | CU-500-18 |
| 09865 | Corrections Treatment Officer Supervisor | CU-500-21 |
| 21980 | Juvenile Justice Supervisor | CU-500-21 |
| 21995 | Juvenile Justice Youth & Family Specialist Supervisor | CU-500-22 |
| 34793 | Property and Supply Clerk III | CU-500-08 |
| 37015 | Public Service Administrator, Option 7 | CU-500-24 |
| 43053 | Storekeeper III | CU-500-13 |

RATES OF PAY - CU-500
EFFECTIVE JULY 1, 2023

| 4.00% | | STEPS | | | | | | | | | | |
|-----------|--------------------------|-------|------|------|------|------|------|------|-------|-------|-------|-------|
| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| CU-500-08 | Alternative Formula Rate | 3719 | 3839 | 3958 | 3994 | 4117 | 4240 | 4374 | 4492 | 4622 | 4832 | 5028 |
| CU-500-13 | Alternative Formula Rate | 4409 | 4550 | 4695 | 4752 | 4928 | 5123 | 5321 | 5507 | 5713 | 6032 | 6274 |
| CU-500-16 | Alternative Formula Rate | 5004 | 5167 | 5327 | 5406 | 5641 | 5894 | 6138 | 6382 | 6646 | 7019 | 7302 |
| | Maximum Security Rate | 5090 | 5255 | 5420 | 5502 | 5743 | 5996 | 6236 | 6486 | 6742 | 7123 | 7408 |
| CU-500-17 | Alternative Formula Rate | 5233 | 5403 | 5572 | 5659 | 5922 | 6190 | 6447 | 6709 | 6975 | 7386 | 7679 |
| | Maximum Security Rate | 5325 | 5497 | 5670 | 5757 | 6023 | 6291 | 6547 | 6810 | 7071 | 7485 | 7784 |
| CU-500-18 | Alternative Formula Rate | 5498 | 5676 | 5856 | 5950 | 6237 | 6523 | 6818 | 7091 | 7374 | 7804 | 8118 |
| | Maximum Security Rate | 5595 | 5778 | 5960 | 6057 | 6340 | 6626 | 6917 | 7196 | 7472 | 7908 | 8225 |
| CU-500-19 | Alternative Formula Rate | 5796 | 5982 | 6173 | 6276 | 6590 | 6891 | 7209 | 7508 | 7821 | 8283 | 8614 |
| | Maximum Security Rate | 5885 | 6077 | 6267 | 6374 | 6684 | 6990 | 7311 | 7607 | 7919 | 8384 | 8722 |
| CU-500-20 | Alternative Formula Rate | 6111 | 6311 | 6509 | 6624 | 6947 | 7271 | 7609 | 7933 | 8259 | 8753 | 9103 |
| | Maximum Security Rate | 6205 | 6404 | 6606 | 6725 | 7053 | 7375 | 7714 | 8040 | 8360 | 8856 | 9212 |
| CU-500-21 | Alternative Formula Rate | 6439 | 6650 | 6860 | 6984 | 7340 | 7684 | 8044 | 8404 | 8752 | 9289 | 9661 |
| | Maximum Security Rate | 6535 | 6745 | 6960 | 7088 | 7438 | 7790 | 8144 | 8508 | 8849 | 9390 | 9767 |
| CU-500-22 | Alternative Formula Rate | 6700 | 6917 | 7135 | 7269 | 7644 | 7737 | 8384 | 8767 | 9132 | 9690 | 10073 |
| | Maximum Security Rate | 6793 | 7016 | 7234 | 7373 | 7739 | 8114 | 8481 | 8868 | 9231 | 9791 | 10180 |
| CU-500-24 | Alternative Formula Rate | 7655 | 7906 | 8155 | 8319 | 8757 | 9205 | 9642 | 10082 | 10533 | 11188 | 11639 |
| | Maximum Security Rate | 7745 | 7997 | 8249 | 8419 | 8851 | 9306 | 9745 | 10182 | 10637 | 11289 | 11741 |

RATES OF PAY - CU-500
EFFECTIVE JANUARY 1, 2024

| 2.50% | | STEPS | | | | | | | | | | |
|-----------|--------------------------|-------|------|------|------|------|------|------|-------|-------|-------|-------|
| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| CU-500-08 | Alternative Formula Rate | 3812 | 3935 | 4057 | 4094 | 4220 | 4346 | 4483 | 4604 | 4738 | 4953 | 5154 |
| CU-500-13 | Alternative Formula Rate | 4519 | 4664 | 4812 | 4871 | 5051 | 5251 | 5454 | 5645 | 5856 | 6183 | 6431 |
| CU-500-16 | Alternative Formula Rate | 5129 | 5296 | 5460 | 5541 | 5782 | 6041 | 6291 | 6542 | 6812 | 7194 | 7485 |
| | Maximum Security Rate | 5217 | 5386 | 5556 | 5640 | 5887 | 6146 | 6392 | 6648 | 6911 | 7301 | 7593 |
| CU-500-17 | Alternative Formula Rate | 5364 | 5538 | 5711 | 5800 | 6070 | 6345 | 6608 | 6877 | 7149 | 7571 | 7871 |
| | Maximum Security Rate | 5458 | 5634 | 5812 | 5901 | 6174 | 6448 | 6711 | 6980 | 7248 | 7672 | 7979 |
| CU-500-18 | Alternative Formula Rate | 5635 | 5818 | 6002 | 6099 | 6393 | 6686 | 6988 | 7268 | 7558 | 7999 | 8321 |
| | Maximum Security Rate | 5735 | 5922 | 6109 | 6208 | 6499 | 6792 | 7090 | 7376 | 7659 | 8106 | 8431 |
| CU-500-19 | Alternative Formula Rate | 5941 | 6132 | 6327 | 6433 | 6755 | 7063 | 7389 | 7696 | 8017 | 8490 | 8829 |
| | Maximum Security Rate | 6032 | 6229 | 6424 | 6533 | 6851 | 7165 | 7494 | 7797 | 8117 | 8594 | 8940 |
| CU-500-20 | Alternative Formula Rate | 6264 | 6469 | 6672 | 6790 | 7121 | 7453 | 7799 | 8131 | 8465 | 8972 | 9331 |
| | Maximum Security Rate | 6360 | 6564 | 6771 | 6893 | 7229 | 7559 | 7907 | 8241 | 8569 | 9077 | 9442 |
| CU-500-21 | Alternative Formula Rate | 6600 | 6816 | 7032 | 7159 | 7524 | 7876 | 8245 | 8614 | 8971 | 9521 | 9903 |
| | Maximum Security Rate | 6698 | 6914 | 7134 | 7265 | 7624 | 7985 | 8348 | 8721 | 9070 | 9625 | 10011 |
| CU-500-22 | Alternative Formula Rate | 6868 | 7090 | 7313 | 7451 | 7835 | 7930 | 8594 | 8986 | 9360 | 9932 | 10325 |
| | Maximum Security Rate | 6963 | 7191 | 7415 | 7557 | 7932 | 8317 | 8693 | 9090 | 9462 | 10036 | 10435 |
| CU-500-24 | Alternative Formula Rate | 7846 | 8104 | 8359 | 8527 | 8976 | 9435 | 9883 | 10334 | 10796 | 11468 | 11930 |
| | Maximum Security Rate | 7939 | 8197 | 8455 | 8629 | 9072 | 9539 | 9989 | 10437 | 10903 | 11571 | 12035 |

**RATES OF PAY - CU-500
EFFECTIVE JULY 1, 2024**

4.00% & Elimination of Step 1c

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|-------|-------|-------|-------|-------|
| CU-500-08 | Alternative Formula Rate | 4092 | 4219 | 4258 | 4389 | 4520 | 4662 | 4788 | 4928 | 5151 | 5360 |
| CU-500-13 | Alternative Formula Rate | 4851 | 5004 | 5066 | 5253 | 5461 | 5672 | 5871 | 6090 | 6430 | 6688 |
| CU-500-16 | Alternative Formula Rate | 5508 | 5678 | 5763 | 6013 | 6283 | 6543 | 6804 | 7084 | 7482 | 7784 |
| | Maximum Security Rate | 5601 | 5778 | 5866 | 6122 | 6392 | 6648 | 6914 | 7187 | 7593 | 7897 |
| CU-500-17 | Alternative Formula Rate | 5760 | 5939 | 6032 | 6313 | 6599 | 6872 | 7152 | 7435 | 7874 | 8186 |
| | Maximum Security Rate | 5859 | 6044 | 6137 | 6421 | 6706 | 6979 | 7259 | 7538 | 7979 | 8298 |
| CU-500-18 | Alternative Formula Rate | 6051 | 6242 | 6343 | 6649 | 6953 | 7268 | 7559 | 7860 | 8319 | 8654 |
| | Maximum Security Rate | 6159 | 6353 | 6456 | 6759 | 7064 | 7374 | 7671 | 7965 | 8430 | 8768 |
| CU-500-19 | Alternative Formula Rate | 6377 | 6580 | 6690 | 7025 | 7346 | 7685 | 8004 | 8338 | 8830 | 9182 |
| | Maximum Security Rate | 6478 | 6681 | 6794 | 7125 | 7452 | 7794 | 8109 | 8442 | 8938 | 9298 |
| CU-500-20 | Alternative Formula Rate | 6728 | 6939 | 7062 | 7406 | 7751 | 8111 | 8456 | 8804 | 9331 | 9704 |
| | Maximum Security Rate | 6827 | 7042 | 7169 | 7518 | 7861 | 8223 | 8571 | 8912 | 9440 | 9820 |
| CU-500-21 | Alternative Formula Rate | 7089 | 7313 | 7445 | 7825 | 8191 | 8575 | 8959 | 9330 | 9902 | 10299 |
| | Maximum Security Rate | 7191 | 7419 | 7556 | 7929 | 8304 | 8682 | 9070 | 9433 | 10010 | 10411 |
| CU-500-22 | Alternative Formula Rate | 7374 | 7606 | 7749 | 8148 | 8247 | 8938 | 9345 | 9734 | 10329 | 10738 |
| | Maximum Security Rate | 7479 | 7712 | 7859 | 8249 | 8650 | 9041 | 9454 | 9840 | 10437 | 10852 |
| CU-500-24 | Alternative Formula Rate | 8428 | 8693 | 8868 | 9335 | 9812 | 10278 | 10747 | 11228 | 11927 | 12407 |
| | Maximum Security Rate | 8525 | 8793 | 8974 | 9435 | 9921 | 10389 | 10854 | 11339 | 12034 | 12516 |

**RATES OF PAY - CU-500
EFFECTIVE JULY 1, 2025**

3.95%

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|-------|-------|-------|-------|-------|-------|
| CU-500-08 | Alternative Formula Rate | 4254 | 4386 | 4426 | 4562 | 4699 | 4846 | 4977 | 5123 | 5354 | 5572 |
| CU-500-13 | Alternative Formula Rate | 5043 | 5202 | 5266 | 5460 | 5677 | 5896 | 6103 | 6331 | 6684 | 6952 |
| CU-500-16 | Alternative Formula Rate | 5726 | 5902 | 5991 | 6251 | 6531 | 6801 | 7073 | 7364 | 7778 | 8091 |
| | Maximum Security Rate | 5822 | 6006 | 6098 | 6364 | 6644 | 6911 | 7187 | 7471 | 7893 | 8209 |
| CU-500-17 | Alternative Formula Rate | 5988 | 6174 | 6270 | 6562 | 6860 | 7143 | 7435 | 7729 | 8185 | 8509 |
| | Maximum Security Rate | 6090 | 6283 | 6379 | 6675 | 6971 | 7255 | 7546 | 7836 | 8294 | 8626 |
| CU-500-18 | Alternative Formula Rate | 6290 | 6489 | 6594 | 6912 | 7228 | 7555 | 7858 | 8170 | 8648 | 8996 |
| | Maximum Security Rate | 6402 | 6604 | 6711 | 7026 | 7343 | 7665 | 7974 | 8280 | 8763 | 9114 |
| CU-500-19 | Alternative Formula Rate | 6629 | 6840 | 6954 | 7302 | 7636 | 7989 | 8320 | 8667 | 9179 | 9545 |
| | Maximum Security Rate | 6734 | 6945 | 7062 | 7406 | 7746 | 8102 | 8429 | 8775 | 9291 | 9665 |
| CU-500-20 | Alternative Formula Rate | 6994 | 7213 | 7341 | 7699 | 8057 | 8431 | 8790 | 9152 | 9700 | 10087 |
| | Maximum Security Rate | 7097 | 7320 | 7452 | 7815 | 8172 | 8548 | 8910 | 9264 | 9813 | 10208 |
| CU-500-21 | Alternative Formula Rate | 7369 | 7602 | 7739 | 8134 | 8515 | 8914 | 9313 | 9699 | 10293 | 10706 |
| | Maximum Security Rate | 7475 | 7712 | 7854 | 8242 | 8632 | 9025 | 9428 | 9806 | 10405 | 10822 |
| CU-500-22 | Alternative Formula Rate | 7665 | 7906 | 8055 | 8470 | 8573 | 9291 | 9714 | 10118 | 10737 | 11162 |
| | Maximum Security Rate | 7774 | 8017 | 8169 | 8575 | 8992 | 9398 | 9827 | 10229 | 10849 | 11281 |
| CU-500-24 | Alternative Formula Rate | 8761 | 9036 | 9218 | 9704 | 10200 | 10684 | 11172 | 11672 | 12398 | 12897 |
| | Maximum Security Rate | 8862 | 9140 | 9328 | 9808 | 10313 | 10799 | 11283 | 11787 | 12509 | 13010 |

RATES OF PAY - CU-500
EFFECTIVE JULY 1, 2026

3.50%

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|-------|-------|-------|-------|-------|-------|-------|
| CU-500-08 | Alternative Formula Rate | 4403 | 4540 | 4581 | 4722 | 4863 | 5016 | 5151 | 5302 | 5541 | 5767 |
| CU-500-13 | Alternative Formula Rate | 5220 | 5384 | 5450 | 5651 | 5876 | 6102 | 6317 | 6553 | 6918 | 7195 |
| CU-500-16 | Alternative Formula Rate | 5926 | 6109 | 6201 | 6470 | 6760 | 7039 | 7321 | 7622 | 8050 | 8374 |
| | Maximum Security Rate | 6026 | 6216 | 6311 | 6587 | 6877 | 7153 | 7439 | 7732 | 8169 | 8496 |
| CU-500-17 | Alternative Formula Rate | 6198 | 6390 | 6489 | 6792 | 7100 | 7393 | 7695 | 8000 | 8471 | 8807 |
| | Maximum Security Rate | 6303 | 6503 | 6602 | 6909 | 7215 | 7509 | 7810 | 8110 | 8584 | 8928 |
| CU-500-18 | Alternative Formula Rate | 6510 | 6716 | 6825 | 7154 | 7481 | 7819 | 8133 | 8456 | 8951 | 9311 |
| | Maximum Security Rate | 6626 | 6835 | 6946 | 7272 | 7600 | 7933 | 8253 | 8570 | 9070 | 9433 |
| CU-500-19 | Alternative Formula Rate | 6861 | 7079 | 7197 | 7558 | 7903 | 8269 | 8611 | 8970 | 9500 | 9879 |
| | Maximum Security Rate | 6970 | 7188 | 7309 | 7665 | 8017 | 8386 | 8724 | 9082 | 9616 | 10003 |
| CU-500-20 | Alternative Formula Rate | 7239 | 7465 | 7598 | 7968 | 8339 | 8726 | 9098 | 9472 | 10040 | 10440 |
| | Maximum Security Rate | 7345 | 7576 | 7713 | 8089 | 8458 | 8847 | 9222 | 9588 | 10156 | 10565 |
| CU-500-21 | Alternative Formula Rate | 7627 | 7868 | 8010 | 8419 | 8813 | 9226 | 9639 | 10038 | 10653 | 11081 |
| | Maximum Security Rate | 7737 | 7982 | 8129 | 8530 | 8934 | 9341 | 9758 | 10149 | 10769 | 11201 |
| CU-500-22 | Alternative Formula Rate | 7933 | 8183 | 8337 | 8766 | 8873 | 9616 | 10054 | 10472 | 11113 | 11553 |
| | Maximum Security Rate | 8046 | 8298 | 8455 | 8875 | 9307 | 9727 | 10171 | 10587 | 11229 | 11676 |
| CU-500-24 | Alternative Formula Rate | 9068 | 9352 | 9541 | 10044 | 10557 | 11058 | 11563 | 12081 | 12832 | 13348 |
| | Maximum Security Rate | 9172 | 9460 | 9654 | 10151 | 10674 | 11177 | 11678 | 12200 | 12947 | 13465 |

PART V

RC-006 TITLES AND SALARY GRADES

RC-006 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|---------------|--|-----------|
| 06500 | Canine Specialist | RC-006-14 |
| 09675 | Correctional Officer | RC-006-09 |
| 09676 | Correctional Officer Trainee | RC-006-07 |
| 09717 | Correctional Sergeant | RC-006-12 |
| 09771 | Corrections Clerk I | RC-006-09 |
| 09772 | Corrections Clerk II | RC-006-11 |
| 09793 | Corrections Food Service Supervisor I | RC-006-11 |
| 09794 | Corrections Food Service Supervisor II | RC-006-13 |
| 09796 | Corrections Grounds Supervisor | RC-006-12 |
| 09801 | Corrections Identification Technician | RC-006-11 |
| 09805 | Corrections Industry Lead Worker | RC-006-12 |
| 09808 | Corrections Laundry Manager I | RC-006-13 |
| 09818 | Corrections Locksmith | RC-006-13 |
| 09821 | Corrections Maintenance Craftsman | RC-006-13 |
| 09823 | Corrections Maintenance Worker | RC-006-10 |
| 09837 | Corrections Residence Counselor I | RC-006-11 |
| 09861 | Corrections Supply Supervisor I | RC-006-11 |
| 09862 | Corrections Supply Supervisor II | RC-006-13 |
| 09864 | Corrections Treatment Officer | RC-006-14 |
| 09866 | Corrections Treatment Officer Trainee | RC-006-11 |
| 09871 | Corrections Transportation Officer I | RC-006-11 |
| 09872 | Corrections Transportation Officer II | RC-006-14 |
| 09875 | Corrections Utilities Operator | RC-006-12 |
| 09879 | Corrections Vocational Instructor | RC-006-12 |
| 13130 | Educator Aide | RC-006-06 |
| 19600 | Housekeeper | RC-006-02 |
| 21971 | Juvenile Justice Specialist | RC-006-14 |
| 21976 | Juvenile Justice Specialist Intern | RC-006-11 |
| 23549 | Licensed Practical Nurse - Corrections | RC-006-10 |
| 31810 | Pest Control Operator | RC-006-06 |
| 34792 | Property and Supply Clerk II | RC-006-04 |
| 41285 | Social Service Aide Trainee | RC-006-01 |
| 43051 | Storekeeper I | RC-006-07 |
| 43052 | Storekeeper II | RC-006-08 |
| 43060 | Stores Clerk | RC-006-03 |

RATES OF PAY - RC-006
EFFECTIVE JULY 1, 2023

4.00%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| RC-006-01 | Alternative Formula Rate | 3350 | 3459 | 3565 | 3589 | 3687 | 3780 | 3869 | 3974 | 4058 | 4226 | 4400 |
| | Maximum Security Rate | 3434 | 3546 | 3657 | 3681 | 3775 | 3871 | 3951 | 4058 | 4144 | 4318 | 4490 |
| RC-006-02 | Alternative Formula Rate | 3436 | 3547 | 3658 | 3683 | 3776 | 3868 | 3964 | 4063 | 4160 | 4334 | 4505 |
| | Maximum Security Rate | 3516 | 3630 | 3742 | 3771 | 3867 | 3950 | 4052 | 4156 | 4245 | 4418 | 4597 |
| RC-006-03 | Alternative Formula Rate | 3521 | 3634 | 3748 | 3776 | 3869 | 3980 | 4080 | 4178 | 4286 | 4457 | 4633 |
| | Maximum Security Rate | 3604 | 3719 | 3834 | 3867 | 3951 | 4066 | 4166 | 4265 | 4374 | 4548 | 4731 |
| RC-006-04 | Alternative Formula Rate | 3606 | 3720 | 3837 | 3869 | 3983 | 4085 | 4205 | 4315 | 4426 | 4619 | 4806 |
| | Maximum Security Rate | 3680 | 3799 | 3918 | 3951 | 4073 | 4171 | 4289 | 4400 | 4516 | 4710 | 4897 |
| RC-006-05 | Alternative Formula Rate | 3832 | 3954 | 4079 | 4117 | 4244 | 4380 | 4515 | 4658 | 4798 | 5023 | 5224 |
| | Maximum Security Rate | 3914 | 4039 | 4164 | 4207 | 4334 | 4472 | 4606 | 4748 | 4887 | 5120 | 5323 |
| RC-006-06 | Alternative Formula Rate | 4040 | 4170 | 4301 | 4348 | 4515 | 4660 | 4812 | 4972 | 5129 | 5406 | 5620 |
| | Maximum Security Rate | 4123 | 4257 | 4388 | 4438 | 4606 | 4750 | 4905 | 5067 | 5230 | 5502 | 5721 |
| RC-006-07 | Alternative Formula Rate | 4067 | 4197 | 4328 | 4376 | 4515 | 4675 | 4811 | 4985 | 5129 | 5394 | 5611 |
| | Maximum Security Rate | 4150 | 4283 | 4417 | 4468 | 4606 | 4762 | 4903 | 5080 | 5230 | 5490 | 5710 |
| RC-006-08 | Alternative Formula Rate | 4356 | 4496 | 4637 | 4692 | 4867 | 5037 | 5232 | 5412 | 5585 | 5894 | 6129 |
| | Maximum Security Rate | 4436 | 4579 | 4724 | 4784 | 4957 | 5130 | 5332 | 5509 | 5688 | 5996 | 6233 |
| RC-006-09 | Alternative Formula Rate | 4361 | 4500 | 4644 | 4701 | 4872 | 5048 | 5251 | 5432 | 5633 | 5938 | 6179 |
| | Maximum Security Rate | 4444 | 4588 | 4732 | 4792 | 4966 | 5149 | 5346 | 5533 | 5735 | 6039 | 6280 |
| RC-006-10 | Alternative Formula Rate | 4530 | 4677 | 4822 | 4886 | 5068 | 5280 | 5481 | 5688 | 5896 | 6231 | 6482 |
| | Maximum Security Rate | 4621 | 4769 | 4920 | 4984 | 5167 | 5377 | 5578 | 5788 | 5999 | 6328 | 6585 |
| RC-006-11 | Alternative Formula Rate | 4736 | 4889 | 5041 | 5113 | 5323 | 5528 | 5763 | 5982 | 6212 | 6570 | 6833 |
| | Maximum Security Rate | 4821 | 4977 | 5133 | 5206 | 5417 | 5622 | 5864 | 6078 | 6317 | 6667 | 6935 |
| RC-006-12 | Alternative Formula Rate | 4930 | 5090 | 5250 | 5326 | 5548 | 5793 | 6030 | 6265 | 6498 | 6878 | 7149 |
| | Maximum Security Rate | 5016 | 5180 | 5344 | 5420 | 5648 | 5892 | 6126 | 6370 | 6598 | 6975 | 7253 |
| RC-006-13 | Alternative Formula Rate | 5151 | 5318 | 5485 | 5570 | 5823 | 6082 | 6341 | 6599 | 6868 | 7264 | 7551 |
| | Maximum Security Rate | 5244 | 5413 | 5584 | 5669 | 5923 | 6186 | 6445 | 6703 | 6968 | 7364 | 7660 |
| RC-006-14 | Alternative Formula Rate | 5234 | 5404 | 5573 | 5659 | 5922 | 6190 | 6447 | 6709 | 6975 | 7386 | 7679 |
| | Maximum Security Rate | 5325 | 5497 | 5669 | 5757 | 6023 | 6291 | 6547 | 6810 | 7071 | 7485 | 7784 |
| RC-006-15 | Alternative Formula Rate | 5403 | 5579 | 5751 | 5842 | 6116 | 6393 | 6658 | 6940 | 7218 | 7629 | 7934 |
| | Alternative Formula Rate | 5491 | 5669 | 5849 | 5943 | 6218 | 6496 | 6761 | 7046 | 7315 | 7733 | 8043 |

RATES OF PAY - RC-006
EFFECTIVE JANUARY 1, 2024

2.50%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| RC-006-01 | Alternative Formula Rate | 3434 | 3545 | 3654 | 3679 | 3779 | 3875 | 3966 | 4073 | 4159 | 4332 | 4510 |
| | Maximum Security Rate | 3520 | 3635 | 3748 | 3773 | 3869 | 3968 | 4050 | 4159 | 4248 | 4426 | 4602 |
| RC-006-02 | Alternative Formula Rate | 3522 | 3636 | 3749 | 3775 | 3870 | 3965 | 4063 | 4165 | 4264 | 4442 | 4618 |
| | Maximum Security Rate | 3604 | 3721 | 3836 | 3865 | 3964 | 4049 | 4153 | 4260 | 4351 | 4528 | 4712 |
| RC-006-03 | Alternative Formula Rate | 3609 | 3725 | 3842 | 3870 | 3966 | 4080 | 4182 | 4282 | 4393 | 4568 | 4749 |
| | Maximum Security Rate | 3694 | 3812 | 3930 | 3964 | 4050 | 4168 | 4270 | 4372 | 4483 | 4662 | 4849 |
| RC-006-04 | Alternative Formula Rate | 3696 | 3813 | 3933 | 3966 | 4083 | 4187 | 4310 | 4423 | 4537 | 4734 | 4926 |
| | Maximum Security Rate | 3772 | 3894 | 4016 | 4050 | 4175 | 4275 | 4396 | 4510 | 4629 | 4828 | 5019 |
| RC-006-05 | Alternative Formula Rate | 3928 | 4053 | 4181 | 4220 | 4350 | 4490 | 4628 | 4774 | 4918 | 5149 | 5355 |
| | Maximum Security Rate | 4012 | 4140 | 4268 | 4312 | 4442 | 4584 | 4721 | 4867 | 5009 | 5248 | 5456 |
| RC-006-06 | Alternative Formula Rate | 4141 | 4274 | 4409 | 4457 | 4628 | 4777 | 4932 | 5096 | 5257 | 5541 | 5761 |
| | Maximum Security Rate | 4226 | 4363 | 4498 | 4549 | 4721 | 4869 | 5028 | 5194 | 5361 | 5640 | 5864 |
| RC-006-07 | Alternative Formula Rate | 4169 | 4302 | 4436 | 4485 | 4628 | 4792 | 4931 | 5110 | 5257 | 5529 | 5751 |
| | Maximum Security Rate | 4254 | 4390 | 4527 | 4580 | 4721 | 4881 | 5026 | 5207 | 5361 | 5627 | 5853 |
| RC-006-08 | Alternative Formula Rate | 4465 | 4608 | 4753 | 4809 | 4989 | 5163 | 5363 | 5547 | 5725 | 6041 | 6282 |
| | Maximum Security Rate | 4547 | 4693 | 4842 | 4904 | 5081 | 5258 | 5465 | 5647 | 5830 | 6146 | 6389 |
| RC-006-09 | Alternative Formula Rate | 4470 | 4613 | 4760 | 4819 | 4994 | 5174 | 5382 | 5568 | 5774 | 6086 | 6333 |
| | Maximum Security Rate | 4555 | 4703 | 4850 | 4912 | 5090 | 5278 | 5480 | 5671 | 5878 | 6190 | 6437 |
| RC-006-10 | Alternative Formula Rate | 4643 | 4794 | 4943 | 5008 | 5195 | 5412 | 5618 | 5830 | 6043 | 6387 | 6644 |
| | Maximum Security Rate | 4737 | 4888 | 5043 | 5109 | 5296 | 5511 | 5717 | 5933 | 6149 | 6486 | 6750 |
| RC-006-11 | Alternative Formula Rate | 4854 | 5011 | 5167 | 5241 | 5456 | 5666 | 5907 | 6132 | 6367 | 6734 | 7004 |
| | Maximum Security Rate | 4942 | 5101 | 5261 | 5336 | 5552 | 5763 | 6011 | 6230 | 6475 | 6834 | 7108 |
| RC-006-12 | Alternative Formula Rate | 5053 | 5217 | 5381 | 5459 | 5687 | 5938 | 6181 | 6422 | 6660 | 7050 | 7328 |
| | Maximum Security Rate | 5141 | 5310 | 5478 | 5556 | 5789 | 6039 | 6279 | 6529 | 6763 | 7149 | 7434 |
| RC-006-13 | Alternative Formula Rate | 5280 | 5451 | 5622 | 5709 | 5969 | 6234 | 6500 | 6764 | 7040 | 7446 | 7740 |
| | Maximum Security Rate | 5375 | 5548 | 5724 | 5811 | 6071 | 6341 | 6606 | 6871 | 7142 | 7548 | 7852 |
| RC-006-14 | Alternative Formula Rate | 5365 | 5539 | 5712 | 5800 | 6070 | 6345 | 6608 | 6877 | 7149 | 7571 | 7871 |
| | Maximum Security Rate | 5458 | 5634 | 5811 | 5901 | 6174 | 6448 | 6711 | 6980 | 7248 | 7672 | 7979 |
| RC-006-15 | Alternative Formula Rate | 5538 | 5718 | 5895 | 5988 | 6269 | 6553 | 6824 | 7114 | 7398 | 7820 | 8132 |
| | Alternative Formula Rate | 5628 | 5811 | 5995 | 6092 | 6373 | 6658 | 6930 | 7222 | 7498 | 7926 | 8244 |

**RATES OF PAY - RC-006
EFFECTIVE JULY 1, 2024**

4.00% & Elimination of Step 1c

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|
| RC-006-01 | Alternative Formula Rate | 3687 | 3800 | 3826 | 3930 | 4030 | 4125 | 4236 | 4325 | 4505 | 4690 |
| | Maximum Security Rate | 3780 | 3898 | 3924 | 4024 | 4127 | 4212 | 4325 | 4418 | 4603 | 4786 |
| RC-006-02 | Alternative Formula Rate | 3781 | 3899 | 3926 | 4025 | 4124 | 4226 | 4332 | 4435 | 4620 | 4803 |
| | Maximum Security Rate | 3870 | 3989 | 4020 | 4123 | 4211 | 4319 | 4430 | 4525 | 4709 | 4900 |
| RC-006-03 | Alternative Formula Rate | 3874 | 3996 | 4025 | 4125 | 4243 | 4349 | 4453 | 4569 | 4751 | 4939 |
| | Maximum Security Rate | 3964 | 4087 | 4123 | 4212 | 4335 | 4441 | 4547 | 4662 | 4848 | 5043 |
| RC-006-04 | Alternative Formula Rate | 3966 | 4090 | 4125 | 4246 | 4354 | 4482 | 4600 | 4718 | 4923 | 5123 |
| | Maximum Security Rate | 4050 | 4177 | 4212 | 4342 | 4446 | 4572 | 4690 | 4814 | 5021 | 5220 |
| RC-006-05 | Alternative Formula Rate | 4215 | 4348 | 4389 | 4524 | 4670 | 4813 | 4965 | 5115 | 5355 | 5569 |
| | Maximum Security Rate | 4306 | 4439 | 4484 | 4620 | 4767 | 4910 | 5062 | 5209 | 5458 | 5674 |
| RC-006-06 | Alternative Formula Rate | 4445 | 4585 | 4635 | 4813 | 4968 | 5129 | 5300 | 5467 | 5763 | 5991 |
| | Maximum Security Rate | 4538 | 4678 | 4731 | 4910 | 5064 | 5229 | 5402 | 5575 | 5866 | 6099 |
| RC-006-07 | Alternative Formula Rate | 4474 | 4613 | 4664 | 4813 | 4984 | 5128 | 5314 | 5467 | 5750 | 5981 |
| | Maximum Security Rate | 4566 | 4708 | 4763 | 4910 | 5076 | 5227 | 5415 | 5575 | 5852 | 6087 |
| RC-006-08 | Alternative Formula Rate | 4792 | 4943 | 5001 | 5189 | 5370 | 5578 | 5769 | 5954 | 6283 | 6533 |
| | Maximum Security Rate | 4881 | 5036 | 5100 | 5284 | 5468 | 5684 | 5873 | 6063 | 6392 | 6645 |
| RC-006-09 | Alternative Formula Rate | 4798 | 4950 | 5012 | 5194 | 5381 | 5597 | 5791 | 6005 | 6329 | 6586 |
| | Maximum Security Rate | 4891 | 5044 | 5108 | 5294 | 5489 | 5699 | 5898 | 6113 | 6438 | 6694 |
| RC-006-10 | Alternative Formula Rate | 4986 | 5141 | 5208 | 5403 | 5628 | 5843 | 6063 | 6285 | 6642 | 6910 |
| | Maximum Security Rate | 5084 | 5245 | 5313 | 5508 | 5731 | 5946 | 6170 | 6395 | 6745 | 7020 |
| RC-006-11 | Alternative Formula Rate | 5211 | 5374 | 5451 | 5674 | 5893 | 6143 | 6377 | 6622 | 7003 | 7284 |
| | Maximum Security Rate | 5305 | 5471 | 5549 | 5774 | 5994 | 6251 | 6479 | 6734 | 7107 | 7392 |
| RC-006-12 | Alternative Formula Rate | 5426 | 5596 | 5677 | 5914 | 6176 | 6428 | 6679 | 6926 | 7332 | 7621 |
| | Maximum Security Rate | 5522 | 5697 | 5778 | 6021 | 6281 | 6530 | 6790 | 7034 | 7435 | 7731 |
| RC-006-13 | Alternative Formula Rate | 5669 | 5847 | 5937 | 6208 | 6483 | 6760 | 7035 | 7322 | 7744 | 8050 |
| | Maximum Security Rate | 5770 | 5953 | 6043 | 6314 | 6595 | 6870 | 7146 | 7428 | 7850 | 8166 |
| RC-006-14 | Alternative Formula Rate | 5761 | 5940 | 6032 | 6313 | 6599 | 6872 | 7152 | 7435 | 7874 | 8186 |
| | Maximum Security Rate | 5859 | 6043 | 6137 | 6421 | 6706 | 6979 | 7259 | 7538 | 7979 | 8298 |
| RC-006-15 | Alternative Formula Rate | 5947 | 6131 | 6228 | 6520 | 6815 | 7097 | 7399 | 7694 | 8133 | 8457 |
| | Alternative Formula Rate | 6043 | 6235 | 6336 | 6628 | 6924 | 7207 | 7511 | 7798 | 8243 | 8574 |

**RATES OF PAY - RC-006
EFFECTIVE JULY 1, 2025**

3.95%

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|
| RC-006-01 | Alternative Formula Rate | 3833 | 3950 | 3977 | 4085 | 4189 | 4288 | 4403 | 4496 | 4683 | 4875 |
| | Maximum Security Rate | 3929 | 4052 | 4079 | 4183 | 4290 | 4378 | 4496 | 4593 | 4785 | 4975 |
| RC-006-02 | Alternative Formula Rate | 3930 | 4053 | 4081 | 4184 | 4287 | 4393 | 4503 | 4610 | 4802 | 4993 |
| | Maximum Security Rate | 4023 | 4147 | 4179 | 4286 | 4377 | 4490 | 4605 | 4704 | 4895 | 5094 |
| RC-006-03 | Alternative Formula Rate | 4027 | 4154 | 4184 | 4288 | 4411 | 4521 | 4629 | 4749 | 4939 | 5134 |
| | Maximum Security Rate | 4121 | 4248 | 4286 | 4378 | 4506 | 4616 | 4727 | 4846 | 5039 | 5242 |
| RC-006-04 | Alternative Formula Rate | 4123 | 4252 | 4288 | 4414 | 4526 | 4659 | 4782 | 4904 | 5117 | 5325 |
| | Maximum Security Rate | 4210 | 4342 | 4378 | 4514 | 4622 | 4753 | 4875 | 5004 | 5219 | 5426 |
| RC-006-05 | Alternative Formula Rate | 4381 | 4520 | 4562 | 4703 | 4854 | 5003 | 5161 | 5317 | 5567 | 5789 |
| | Maximum Security Rate | 4476 | 4614 | 4661 | 4802 | 4955 | 5104 | 5262 | 5415 | 5674 | 5898 |
| RC-006-06 | Alternative Formula Rate | 4621 | 4766 | 4818 | 5003 | 5164 | 5332 | 5509 | 5683 | 5991 | 6228 |
| | Maximum Security Rate | 4717 | 4863 | 4918 | 5104 | 5264 | 5436 | 5615 | 5795 | 6098 | 6340 |
| RC-006-07 | Alternative Formula Rate | 4651 | 4795 | 4848 | 5003 | 5181 | 5331 | 5524 | 5683 | 5977 | 6217 |
| | Maximum Security Rate | 4746 | 4894 | 4951 | 5104 | 5277 | 5433 | 5629 | 5795 | 6083 | 6327 |
| RC-006-08 | Alternative Formula Rate | 4981 | 5138 | 5199 | 5394 | 5582 | 5798 | 5997 | 6189 | 6531 | 6791 |
| | Maximum Security Rate | 5074 | 5235 | 5301 | 5493 | 5684 | 5909 | 6105 | 6302 | 6644 | 6907 |
| RC-006-09 | Alternative Formula Rate | 4988 | 5146 | 5210 | 5399 | 5594 | 5818 | 6020 | 6242 | 6579 | 6846 |
| | Maximum Security Rate | 5084 | 5243 | 5310 | 5503 | 5706 | 5924 | 6131 | 6354 | 6692 | 6958 |
| RC-006-10 | Alternative Formula Rate | 5183 | 5344 | 5414 | 5616 | 5850 | 6074 | 6302 | 6533 | 6904 | 7183 |
| | Maximum Security Rate | 5285 | 5452 | 5523 | 5726 | 5957 | 6181 | 6414 | 6648 | 7011 | 7297 |
| RC-006-11 | Alternative Formula Rate | 5417 | 5586 | 5666 | 5898 | 6126 | 6386 | 6629 | 6884 | 7280 | 7572 |
| | Maximum Security Rate | 5515 | 5687 | 5768 | 6002 | 6231 | 6498 | 6735 | 7000 | 7388 | 7684 |
| RC-006-12 | Alternative Formula Rate | 5640 | 5817 | 5901 | 6148 | 6420 | 6682 | 6943 | 7200 | 7622 | 7922 |
| | Maximum Security Rate | 5740 | 5922 | 6006 | 6259 | 6529 | 6788 | 7058 | 7312 | 7729 | 8036 |
| RC-006-13 | Alternative Formula Rate | 5893 | 6078 | 6172 | 6453 | 6739 | 7027 | 7313 | 7611 | 8050 | 8368 |
| | Maximum Security Rate | 5998 | 6188 | 6282 | 6563 | 6856 | 7141 | 7428 | 7721 | 8160 | 8489 |
| RC-006-14 | Alternative Formula Rate | 5989 | 6175 | 6270 | 6562 | 6860 | 7143 | 7435 | 7729 | 8185 | 8509 |
| | Maximum Security Rate | 6090 | 6282 | 6379 | 6675 | 6971 | 7255 | 7546 | 7836 | 8294 | 8626 |
| RC-006-15 | Alternative Formula Rate | 6182 | 6373 | 6474 | 6778 | 7084 | 7377 | 7691 | 7998 | 8454 | 8791 |
| | Alternative Formula Rate | 6282 | 6481 | 6586 | 6890 | 7197 | 7492 | 7808 | 8106 | 8569 | 8913 |

**RATES OF PAY - RC-006
EFFECTIVE JULY 1, 2026**

3.50%

STEPS

| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|--|------|------|------|------|------|------|------|------|------|------|
| RC-006-01 | Alternative Formula Rate | | 3967 | 4088 | 4116 | 4228 | 4336 | 4438 | 4557 | 4653 | 4847 | 5046 |
| | Maximum Security Rate | | 4067 | 4194 | 4222 | 4329 | 4440 | 4531 | 4653 | 4754 | 4952 | 5149 |
| RC-006-02 | Alternative Formula Rate | | 4068 | 4195 | 4224 | 4330 | 4437 | 4547 | 4661 | 4771 | 4970 | 5168 |
| | Maximum Security Rate | | 4164 | 4292 | 4325 | 4436 | 4530 | 4647 | 4766 | 4869 | 5066 | 5272 |
| RC-006-03 | Alternative Formula Rate | | 4168 | 4299 | 4330 | 4438 | 4565 | 4679 | 4791 | 4915 | 5112 | 5314 |
| | Maximum Security Rate | | 4265 | 4397 | 4436 | 4531 | 4664 | 4778 | 4892 | 5016 | 5215 | 5425 |
| RC-006-04 | Alternative Formula Rate | | 4267 | 4401 | 4438 | 4568 | 4684 | 4822 | 4949 | 5076 | 5296 | 5511 |
| | Maximum Security Rate | | 4357 | 4494 | 4531 | 4672 | 4784 | 4919 | 5046 | 5179 | 5402 | 5616 |
| RC-006-05 | Alternative Formula Rate | | 4534 | 4678 | 4722 | 4868 | 5024 | 5178 | 5342 | 5503 | 5762 | 5992 |
| | Maximum Security Rate | | 4633 | 4775 | 4824 | 4970 | 5128 | 5283 | 5446 | 5605 | 5873 | 6104 |
| RC-006-06 | Alternative Formula Rate | | 4783 | 4933 | 4987 | 5178 | 5345 | 5519 | 5702 | 5882 | 6201 | 6446 |
| | Maximum Security Rate | | 4882 | 5033 | 5090 | 5283 | 5448 | 5626 | 5812 | 5998 | 6311 | 6562 |
| RC-006-07 | Alternative Formula Rate | | 4814 | 4963 | 5018 | 5178 | 5362 | 5518 | 5717 | 5882 | 6186 | 6435 |
| | Maximum Security Rate | | 4912 | 5065 | 5124 | 5283 | 5462 | 5623 | 5826 | 5998 | 6296 | 6548 |
| RC-006-08 | Alternative Formula Rate | | 5155 | 5318 | 5381 | 5583 | 5777 | 6001 | 6207 | 6406 | 6760 | 7029 |
| | Maximum Security Rate | | 5252 | 5418 | 5487 | 5685 | 5883 | 6116 | 6319 | 6523 | 6877 | 7149 |
| RC-006-09 | Alternative Formula Rate | | 5163 | 5326 | 5392 | 5588 | 5790 | 6022 | 6231 | 6460 | 6809 | 7086 |
| | Maximum Security Rate | | 5262 | 5427 | 5496 | 5696 | 5906 | 6131 | 6346 | 6576 | 6926 | 7202 |
| RC-006-10 | Alternative Formula Rate | | 5364 | 5531 | 5603 | 5813 | 6055 | 6287 | 6523 | 6762 | 7146 | 7434 |
| | Maximum Security Rate | | 5470 | 5643 | 5716 | 5926 | 6165 | 6397 | 6638 | 6881 | 7256 | 7552 |
| RC-006-11 | Alternative Formula Rate | | 5607 | 5782 | 5864 | 6104 | 6340 | 6610 | 6861 | 7125 | 7535 | 7837 |
| | Maximum Security Rate | | 5708 | 5886 | 5970 | 6212 | 6449 | 6725 | 6971 | 7245 | 7647 | 7953 |
| RC-006-12 | Alternative Formula Rate | | 5837 | 6021 | 6108 | 6363 | 6645 | 6916 | 7186 | 7452 | 7889 | 8199 |
| | Maximum Security Rate | | 5941 | 6129 | 6216 | 6478 | 6758 | 7026 | 7305 | 7568 | 8000 | 8317 |
| RC-006-13 | Alternative Formula Rate | | 6099 | 6291 | 6388 | 6679 | 6975 | 7273 | 7569 | 7877 | 8332 | 8661 |
| | Maximum Security Rate | | 6208 | 6405 | 6502 | 6793 | 7096 | 7391 | 7688 | 7991 | 8446 | 8786 |
| RC-006-14 | Alternative Formula Rate | | 6199 | 6391 | 6489 | 6792 | 7100 | 7393 | 7695 | 8000 | 8471 | 8807 |
| | Maximum Security Rate | | 6303 | 6502 | 6602 | 6909 | 7215 | 7509 | 7810 | 8110 | 8584 | 8928 |
| RC-006-15 | Alternative Formula Rate | | 6398 | 6596 | 6701 | 7015 | 7332 | 7635 | 7960 | 8278 | 8750 | 9099 |
| | Alternative Formula Rate | | 6502 | 6708 | 6817 | 7131 | 7449 | 7754 | 8081 | 8390 | 8869 | 9225 |

PART XVI
RC-009 TITLES AND SALARY GRADES

RC-009 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|---------------|--|-----------|
| 00151 | Activity Program Aide I | RC-009-03 |
| 00152 | Activity Program Aide II | RC-009-05 |
| 01231 | Apparel and Dry Goods Specialist I | RC-009-05 |
| 01232 | Apparel and Dry Goods Specialist II | RC-009-09 |
| 01233 | Apparel and Dry Goods Specialist III | RC-009-23 |
| 08200 | Clinical Laboratory Associate | RC-009-09 |
| 08213 | Clinical Laboratory Phlebotomist | RC-009-06 |
| 08215 | Clinical Laboratory Technician I | RC-009-16 |
| 08216 | Clinical Laboratory Technician II | RC-009-22 |
| 09601 | Cook I | RC-009-07 |
| 09602 | Cook II | RC-009-14 |
| 13130 | Educator Aide | RC-009-19 |
| 14430 | Facility Assistant Fire Chief | RC-009-21 |
| 14435 | Facility Fire Safety Coordinator | RC-009-21 |
| 14439 | Facility Firefighter | RC-009-16 |
| 15652 | Florist II | RC-009-19 |
| 21465 | Institutional Maintenance Worker | RC-009-10 |
| 22995 | Laboratory Assistant | RC-009-02 |
| 22997 | Laboratory Associate I | RC-009-16 |
| 22998 | Laboratory Associate II | RC-009-22 |
| 23191 | Laundry Manager I | RC-009-23 |
| 23551 | Licensed Practical Nurse I | RC-009-16 |
| 23552 | Licensed Practical Nurse II | RC-009-21 |
| 24300 | Locksmith | RC-009-27 |
| 27011 | Mental Health Technician I | RC-009-24 |
| 27012 | Mental Health Technician II | RC-009-25 |
| 27013 | Mental Health Technician III | RC-009-26 |
| 27014 | Mental Health Technician IV | RC-009-27 |
| 27015 | Mental Health Technician V | RC-009-28 |
| 27016 | Mental Health Technician VI | RC-009-29 |
| 27020 | Mental Health Technician Trainee | RC-009-13 |
| 31810 | Pest Control Operator | RC-009-15 |
| 32192 | Physical Therapy Aide II | RC-009-10 |
| 32193 | Physical Therapy Aide III | RC-009-17 |
| 38192 | Rehabilitation Workshop Instructor I | RC-009-12 |
| 38193 | Rehabilitation Workshop Instructor II | RC-009-20 |
| 38277 | Residential Care Worker | RC-009-20 |
| 38279 | Residential Care Worker Trainee | RC-009-11 |
| 39901 | Security Therapy Aide I | RC-009-26 |
| 39902 | Security Therapy Aide II | RC-009-27 |
| 39903 | Security Therapy Aide III | RC-009-28 |
| 39904 | Security Therapy Aide IV | RC-009-29 |
| 39905 | Security Therapy Aide Trainee | RC-009-15 |
| 41281 | Social Service Aide I | RC-009-12 |
| 41282 | Social Service Aide II | RC-009-17 |
| 41285 | Social Service Aide Trainee | RC-009-02 |
| 44221 | Support Service Coordinator I | RC-009-15 |
| 44222 | Support Service Coordinator II | RC-009-22 |
| 44225 | Support Service Lead | RC-009-07 |
| 44238 | Support Service Worker | RC-009-04 |
| 45830 | Transportation Officer | RC-009-25 |
| 47750 | Veterans Nursing Assistant - Certified | RC-009-14 |

**RATES OF PAY - RC-009
EFFECTIVE JULY 1, 2023**

4.00%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| RC-009-01 | Regular Formula Rate | 3085 | 3182 | 3282 | 3296 | 3373 | 3461 | 3543 | 3630 | 3716 | 3869 | 4023 |
| | Alternative Formula Rate | 3202 | 3304 | 3408 | 3427 | 3503 | 3594 | 3686 | 3773 | 3860 | 4023 | 4186 |
| RC-009-02 | Regular Formula Rate | 3154 | 3253 | 3356 | 3373 | 3461 | 3556 | 3635 | 3734 | 3819 | 3980 | 4142 |
| | Alternative Formula Rate | 3273 | 3377 | 3481 | 3503 | 3594 | 3692 | 3777 | 3882 | 3971 | 4138 | 4304 |
| RC-009-03 | Regular Formula Rate | 3176 | 3279 | 3379 | 3397 | 3503 | 3616 | 3727 | 3846 | 3971 | 4130 | 4296 |
| | Alternative Formula Rate | 3295 | 3401 | 3507 | 3528 | 3640 | 3758 | 3876 | 4002 | 4125 | 4295 | 4468 |
| RC-009-04 | Regular Formula Rate | 3229 | 3333 | 3436 | 3455 | 3543 | 3633 | 3727 | 3824 | 3914 | 4079 | 4241 |
| | Alternative Formula Rate | 3350 | 3459 | 3565 | 3589 | 3686 | 3776 | 3876 | 3976 | 4070 | 4242 | 4412 |
| RC-009-05 | Regular Formula Rate | 3250 | 3356 | 3460 | 3480 | 3587 | 3702 | 3819 | 3942 | 4066 | 4228 | 4402 |
| | Alternative Formula Rate | 3378 | 3487 | 3595 | 3620 | 3729 | 3851 | 3971 | 4101 | 4227 | 4401 | 4577 |
| RC-009-06 | Regular Formula Rate | 3324 | 3431 | 3538 | 3561 | 3650 | 3750 | 3856 | 3952 | 4062 | 4236 | 4404 |
| | Alternative Formula Rate | 3449 | 3557 | 3669 | 3696 | 3795 | 3899 | 4010 | 4113 | 4221 | 4404 | 4580 |
| RC-009-07 | Regular Formula Rate | 3391 | 3500 | 3609 | 3635 | 3746 | 3838 | 3951 | 4059 | 4165 | 4345 | 4518 |
| | Alternative Formula Rate | 3521 | 3636 | 3748 | 3777 | 3892 | 3994 | 4112 | 4219 | 4335 | 4526 | 4707 |
| RC-009-08 | Regular Formula Rate | 3408 | 3518 | 3628 | 3650 | 3755 | 3867 | 3975 | 4081 | 4197 | 4387 | 4561 |
| | Alternative Formula Rate | 3537 | 3650 | 3766 | 3795 | 3903 | 4021 | 4131 | 4245 | 4363 | 4569 | 4751 |
| RC-009-09 | Regular Formula Rate | 3421 | 3531 | 3641 | 3667 | 3780 | 3902 | 4024 | 4157 | 4292 | 4478 | 4656 |
| | Alternative Formula Rate | 3554 | 3668 | 3782 | 3813 | 3933 | 4057 | 4189 | 4323 | 4470 | 4662 | 4848 |
| RC-009-10 | Regular Formula Rate | 3492 | 3606 | 3717 | 3746 | 3856 | 3963 | 4080 | 4192 | 4315 | 4515 | 4696 |
| | Alternative Formula Rate | 3624 | 3742 | 3860 | 3892 | 4010 | 4118 | 4244 | 4358 | 4491 | 4701 | 4889 |
| RC-009-11 | Regular Formula Rate | 3502 | 3614 | 3726 | 3755 | 3875 | 3987 | 4113 | 4223 | 4346 | 4551 | 4734 |
| | Alternative Formula Rate | 3638 | 3755 | 3871 | 3903 | 4032 | 4145 | 4280 | 4395 | 4527 | 4740 | 4931 |
| RC-009-12 | Regular Formula Rate | 3521 | 3634 | 3748 | 3776 | 3896 | 4021 | 4149 | 4280 | 4423 | 4618 | 4803 |
| | Alternative Formula Rate | 3659 | 3776 | 3894 | 3929 | 4050 | 4183 | 4318 | 4457 | 4610 | 4810 | 5003 |
| RC-009-13 | Regular Formula Rate | 3610 | 3725 | 3842 | 3875 | 3994 | 4122 | 4249 | 4385 | 4516 | 4730 | 4918 |
| | Alternative Formula Rate | 3754 | 3874 | 3995 | 4032 | 4156 | 4289 | 4421 | 4566 | 4702 | 4925 | 5125 |
| RC-009-14 | Regular Formula Rate | 3618 | 3734 | 3851 | 3884 | 4005 | 4140 | 4267 | 4411 | 4561 | 4763 | 4954 |
| | Alternative Formula Rate | 3759 | 3879 | 4001 | 4038 | 4166 | 4304 | 4441 | 4594 | 4751 | 4966 | 5167 |
| RC-009-15 | Regular Formula Rate | 3697 | 3815 | 3935 | 3971 | 4093 | 4227 | 4361 | 4508 | 4640 | 4866 | 5060 |
| | Alternative Formula Rate | 3839 | 3962 | 4086 | 4125 | 4257 | 4400 | 4543 | 4699 | 4830 | 5071 | 5276 |
| RC-009-16 | Regular Formula Rate | 3722 | 3842 | 3962 | 3998 | 4144 | 4267 | 4409 | 4548 | 4687 | 4926 | 5126 |
| | Alternative Formula Rate | 3869 | 3995 | 4118 | 4160 | 4313 | 4441 | 4593 | 4736 | 4886 | 5145 | 5350 |
| RC-009-17 | Regular Formula Rate | 3725 | 3846 | 3966 | 4002 | 4130 | 4267 | 4408 | 4558 | 4711 | 4948 | 5145 |
| | Alternative Formula Rate | 3874 | 3999 | 4123 | 4163 | 4295 | 4441 | 4592 | 4748 | 4911 | 5167 | 5371 |
| RC-009-18 | Regular Formula Rate | 3760 | 3880 | 4002 | 4039 | 4168 | 4315 | 4456 | 4606 | 4761 | 4987 | 5184 |
| | Alternative Formula Rate | 3911 | 4036 | 4162 | 4205 | 4340 | 4491 | 4640 | 4801 | 4963 | 5205 | 5412 |
| RC-009-19 | Regular Formula Rate | 3812 | 3934 | 4058 | 4097 | 4249 | 4387 | 4530 | 4679 | 4824 | 5080 | 5282 |
| | Alternative Formula Rate | 3959 | 4087 | 4216 | 4260 | 4421 | 4569 | 4720 | 4873 | 5029 | 5299 | 5513 |
| RC-009-20 | Regular Formula Rate | 3841 | 3966 | 4089 | 4130 | 4280 | 4421 | 4576 | 4725 | 4878 | 5173 | 5381 |
| | Alternative Formula Rate | 3994 | 4122 | 4250 | 4295 | 4457 | 4607 | 4763 | 4923 | 5089 | 5404 | 5619 |
| RC-009-21 | Regular Formula Rate | 3949 | 4077 | 4204 | 4247 | 4392 | 4530 | 4685 | 4843 | 5011 | 5284 | 5497 |
| | Alternative Formula Rate | 4105 | 4239 | 4372 | 4418 | 4576 | 4720 | 4881 | 5048 | 5230 | 5516 | 5739 |
| RC-009-22 | Regular Formula Rate | 4010 | 4139 | 4267 | 4315 | 4472 | 4618 | 4791 | 4948 | 5129 | 5406 | 5620 |
| | Alternative Formula Rate | 4169 | 4306 | 4439 | 4491 | 4656 | 4810 | 4994 | 5167 | 5352 | 5643 | 5870 |
| RC-009-23 | Regular Formula Rate | 4102 | 4236 | 4369 | 4415 | 4579 | 4738 | 4919 | 5088 | 5254 | 5540 | 5763 |
| | Alternative Formula Rate | 4268 | 4408 | 4546 | 4599 | 4769 | 4941 | 5129 | 5311 | 5484 | 5795 | 6021 |
| RC-009-24 | Regular Formula Rate | 4108 | 4243 | 4375 | 4423 | 4587 | 4752 | 4933 | 5113 | 5293 | 5578 | 5805 |
| | Alternative Formula Rate | 4279 | 4419 | 4556 | 4610 | 4779 | 4956 | 5148 | 5336 | 5533 | 5834 | 6069 |
| RC-009-25 | Regular Formula Rate | 4460 | 4603 | 4747 | 4807 | 4999 | 5195 | 5417 | 5621 | 5842 | 6184 | 6430 |
| | Alternative Formula Rate | 4645 | 4795 | 4946 | 5012 | 5220 | 5425 | 5662 | 5879 | 6109 | 6464 | 6723 |
| RC-009-26 | Regular Formula Rate | 4635 | 4785 | 4934 | 5001 | 5224 | 5440 | 5670 | 5895 | 6119 | 6479 | 6733 |
| | Alternative Formula Rate | 4837 | 4993 | 5150 | 5223 | 5450 | 5684 | 5924 | 6165 | 6393 | 6770 | 7043 |
| RC-009-27 | Regular Formula Rate | 4856 | 5012 | 5171 | 5244 | 5468 | 5702 | 5942 | 6178 | 6406 | 6775 | 7045 |
| | Alternative Formula Rate | 5070 | 5235 | 5399 | 5479 | 5714 | 5964 | 6209 | 6451 | 6697 | 7073 | 7357 |
| RC-009-28 | Regular Formula Rate | 5050 | 5212 | 5378 | 5454 | 5687 | 5930 | 6180 | 6425 | 6662 | 7046 | 7327 |
| | Alternative Formula Rate | 5273 | 5444 | 5615 | 5698 | 5943 | 6203 | 6457 | 6709 | 6965 | 7356 | 7651 |
| RC-009-29 | Regular Formula Rate | 5252 | 5420 | 5593 | 5672 | 5914 | 6167 | 6427 | 6682 | 6928 | 7328 | 7620 |
| | Alternative Formula Rate | 5484 | 5662 | 5840 | 5926 | 6181 | 6451 | 6715 | 6977 | 7244 | 7650 | 7957 |

**RATES OF PAY - RC-009
EFFECTIVE JANUARY 1, 2024**

2.50%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| RC-009-01 | Regular Formula Rate | 3162 | 3262 | 3364 | 3378 | 3457 | 3548 | 3632 | 3721 | 3809 | 3966 | 4124 |
| | Alternative Formula Rate | 3282 | 3387 | 3493 | 3513 | 3591 | 3684 | 3778 | 3867 | 3957 | 4124 | 4291 |
| RC-009-02 | Regular Formula Rate | 3233 | 3334 | 3440 | 3457 | 3548 | 3645 | 3726 | 3827 | 3914 | 4080 | 4246 |
| | Alternative Formula Rate | 3355 | 3461 | 3568 | 3591 | 3684 | 3784 | 3871 | 3979 | 4070 | 4241 | 4412 |
| RC-009-03 | Regular Formula Rate | 3255 | 3361 | 3463 | 3482 | 3591 | 3706 | 3820 | 3942 | 4070 | 4233 | 4403 |
| | Alternative Formula Rate | 3377 | 3486 | 3595 | 3616 | 3731 | 3852 | 3973 | 4102 | 4228 | 4402 | 4580 |
| RC-009-04 | Regular Formula Rate | 3310 | 3416 | 3522 | 3541 | 3632 | 3724 | 3820 | 3920 | 4012 | 4181 | 4347 |
| | Alternative Formula Rate | 3434 | 3545 | 3654 | 3679 | 3778 | 3870 | 3973 | 4075 | 4172 | 4348 | 4522 |
| RC-009-05 | Regular Formula Rate | 3331 | 3440 | 3547 | 3567 | 3677 | 3795 | 3914 | 4041 | 4168 | 4334 | 4512 |
| | Alternative Formula Rate | 3462 | 3574 | 3685 | 3711 | 3822 | 3947 | 4070 | 4204 | 4333 | 4511 | 4691 |
| RC-009-06 | Regular Formula Rate | 3407 | 3517 | 3626 | 3650 | 3741 | 3844 | 3952 | 4051 | 4164 | 4342 | 4514 |
| | Alternative Formula Rate | 3535 | 3646 | 3761 | 3788 | 3890 | 3996 | 4110 | 4216 | 4327 | 4514 | 4695 |
| RC-009-07 | Regular Formula Rate | 3476 | 3588 | 3699 | 3726 | 3840 | 3934 | 4050 | 4160 | 4269 | 4454 | 4631 |
| | Alternative Formula Rate | 3609 | 3727 | 3842 | 3871 | 3989 | 4094 | 4215 | 4324 | 4443 | 4639 | 4825 |
| RC-009-08 | Regular Formula Rate | 3493 | 3606 | 3719 | 3741 | 3849 | 3964 | 4074 | 4183 | 4302 | 4497 | 4675 |
| | Alternative Formula Rate | 3625 | 3741 | 3860 | 3890 | 4001 | 4122 | 4234 | 4351 | 4472 | 4683 | 4870 |
| RC-009-09 | Regular Formula Rate | 3507 | 3619 | 3732 | 3759 | 3875 | 4000 | 4125 | 4261 | 4399 | 4590 | 4772 |
| | Alternative Formula Rate | 3643 | 3760 | 3877 | 3908 | 4031 | 4158 | 4294 | 4431 | 4582 | 4779 | 4969 |
| RC-009-10 | Regular Formula Rate | 3579 | 3696 | 3810 | 3840 | 3952 | 4062 | 4182 | 4297 | 4423 | 4628 | 4813 |
| | Alternative Formula Rate | 3715 | 3836 | 3957 | 3989 | 4110 | 4221 | 4350 | 4467 | 4603 | 4819 | 5011 |
| RC-009-11 | Regular Formula Rate | 3590 | 3704 | 3819 | 3849 | 3972 | 4087 | 4216 | 4329 | 4455 | 4665 | 4852 |
| | Alternative Formula Rate | 3729 | 3849 | 3968 | 4001 | 4133 | 4249 | 4387 | 4505 | 4640 | 4859 | 5054 |
| RC-009-12 | Regular Formula Rate | 3609 | 3725 | 3842 | 3870 | 3993 | 4122 | 4253 | 4387 | 4534 | 4733 | 4923 |
| | Alternative Formula Rate | 3750 | 3870 | 3991 | 4027 | 4151 | 4288 | 4426 | 4568 | 4725 | 4930 | 5128 |
| RC-009-13 | Regular Formula Rate | 3700 | 3818 | 3938 | 3972 | 4094 | 4225 | 4355 | 4495 | 4629 | 4848 | 5041 |
| | Alternative Formula Rate | 3848 | 3971 | 4095 | 4133 | 4260 | 4396 | 4532 | 4680 | 4820 | 5048 | 5253 |
| RC-009-14 | Regular Formula Rate | 3708 | 3827 | 3947 | 3981 | 4105 | 4244 | 4374 | 4521 | 4675 | 4882 | 5078 |
| | Alternative Formula Rate | 3853 | 3976 | 4101 | 4139 | 4270 | 4412 | 4552 | 4709 | 4870 | 5090 | 5296 |
| RC-009-15 | Regular Formula Rate | 3789 | 3910 | 4033 | 4070 | 4195 | 4333 | 4470 | 4621 | 4756 | 4988 | 5187 |
| | Alternative Formula Rate | 3935 | 4061 | 4188 | 4228 | 4363 | 4510 | 4657 | 4816 | 4951 | 5198 | 5408 |
| RC-009-16 | Regular Formula Rate | 3815 | 3938 | 4061 | 4098 | 4248 | 4374 | 4519 | 4662 | 4804 | 5049 | 5254 |
| | Alternative Formula Rate | 3966 | 4095 | 4221 | 4264 | 4421 | 4552 | 4708 | 4854 | 5008 | 5274 | 5484 |
| RC-009-17 | Regular Formula Rate | 3818 | 3942 | 4065 | 4102 | 4233 | 4374 | 4518 | 4672 | 4829 | 5072 | 5274 |
| | Alternative Formula Rate | 3971 | 4099 | 4226 | 4267 | 4402 | 4552 | 4707 | 4867 | 5034 | 5296 | 5505 |
| RC-009-18 | Regular Formula Rate | 3854 | 3977 | 4102 | 4140 | 4272 | 4423 | 4567 | 4721 | 4880 | 5112 | 5314 |
| | Alternative Formula Rate | 4009 | 4137 | 4266 | 4310 | 4449 | 4603 | 4756 | 4921 | 5087 | 5335 | 5547 |
| RC-009-19 | Regular Formula Rate | 3907 | 4032 | 4159 | 4199 | 4355 | 4497 | 4643 | 4796 | 4945 | 5207 | 5414 |
| | Alternative Formula Rate | 4058 | 4189 | 4321 | 4367 | 4532 | 4683 | 4838 | 4995 | 5155 | 5431 | 5651 |
| RC-009-20 | Regular Formula Rate | 3937 | 4065 | 4191 | 4233 | 4387 | 4532 | 4690 | 4843 | 5000 | 5302 | 5516 |
| | Alternative Formula Rate | 4094 | 4225 | 4356 | 4402 | 4568 | 4722 | 4882 | 5046 | 5216 | 5539 | 5759 |
| RC-009-21 | Regular Formula Rate | 4048 | 4179 | 4309 | 4353 | 4502 | 4643 | 4802 | 4964 | 5136 | 5416 | 5634 |
| | Alternative Formula Rate | 4208 | 4345 | 4481 | 4528 | 4690 | 4838 | 5003 | 5174 | 5361 | 5654 | 5882 |
| RC-009-22 | Regular Formula Rate | 4110 | 4242 | 4374 | 4423 | 4584 | 4733 | 4911 | 5072 | 5257 | 5541 | 5761 |
| | Alternative Formula Rate | 4273 | 4414 | 4550 | 4603 | 4772 | 4930 | 5119 | 5296 | 5486 | 5784 | 6017 |
| RC-009-23 | Regular Formula Rate | 4205 | 4342 | 4478 | 4525 | 4693 | 4856 | 5042 | 5215 | 5385 | 5679 | 5907 |
| | Alternative Formula Rate | 4375 | 4518 | 4660 | 4714 | 4888 | 5065 | 5257 | 5444 | 5621 | 5940 | 6172 |
| RC-009-24 | Regular Formula Rate | 4211 | 4349 | 4484 | 4534 | 4702 | 4871 | 5056 | 5241 | 5425 | 5717 | 5950 |
| | Alternative Formula Rate | 4386 | 4529 | 4670 | 4725 | 4898 | 5080 | 5277 | 5469 | 5671 | 5980 | 6221 |
| RC-009-25 | Regular Formula Rate | 4572 | 4718 | 4866 | 4927 | 5124 | 5325 | 5552 | 5762 | 5988 | 6339 | 6591 |
| | Alternative Formula Rate | 4761 | 4915 | 5070 | 5137 | 5351 | 5561 | 5804 | 6026 | 6262 | 6626 | 6891 |
| RC-009-26 | Regular Formula Rate | 4751 | 4905 | 5057 | 5126 | 5355 | 5576 | 5812 | 6042 | 6272 | 6641 | 6901 |
| | Alternative Formula Rate | 4958 | 5118 | 5279 | 5354 | 5586 | 5826 | 6072 | 6319 | 6553 | 6939 | 7219 |
| RC-009-27 | Regular Formula Rate | 4977 | 5137 | 5300 | 5375 | 5605 | 5845 | 6091 | 6332 | 6566 | 6944 | 7221 |
| | Alternative Formula Rate | 5197 | 5366 | 5534 | 5616 | 5857 | 6113 | 6364 | 6612 | 6864 | 7250 | 7541 |
| RC-009-28 | Regular Formula Rate | 5176 | 5342 | 5512 | 5590 | 5829 | 6078 | 6335 | 6586 | 6829 | 7222 | 7510 |
| | Alternative Formula Rate | 5405 | 5580 | 5755 | 5840 | 6092 | 6358 | 6618 | 6877 | 7139 | 7540 | 7842 |
| RC-009-29 | Regular Formula Rate | 5383 | 5556 | 5733 | 5814 | 6062 | 6321 | 6588 | 6849 | 7101 | 7511 | 7811 |
| | Alternative Formula Rate | 5621 | 5804 | 5986 | 6074 | 6336 | 6612 | 6883 | 7151 | 7425 | 7841 | 8156 |

**RATES OF PAY - RC-009
EFFECTIVE JULY 1, 2024**

4.00% & Elimination of Step 1c

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|
| RC-009-01 | Regular Formula Rate | 3392 | 3499 | 3513 | 3595 | 3690 | 3777 | 3870 | 3961 | 4125 | 4289 |
| | Alternative Formula Rate | 3522 | 3633 | 3654 | 3735 | 3831 | 3929 | 4022 | 4115 | 4289 | 4463 |
| RC-009-02 | Regular Formula Rate | 3467 | 3578 | 3595 | 3690 | 3791 | 3875 | 3980 | 4071 | 4243 | 4416 |
| | Alternative Formula Rate | 3599 | 3711 | 3735 | 3831 | 3935 | 4026 | 4138 | 4233 | 4411 | 4588 |
| RC-009-03 | Regular Formula Rate | 3495 | 3602 | 3621 | 3735 | 3854 | 3973 | 4100 | 4233 | 4402 | 4579 |
| | Alternative Formula Rate | 3625 | 3739 | 3761 | 3880 | 4006 | 4132 | 4262 | 4397 | 4578 | 4763 |
| RC-009-04 | Regular Formula Rate | 3553 | 3663 | 3683 | 3777 | 3873 | 3973 | 4077 | 4172 | 4348 | 4521 |
| | Alternative Formula Rate | 3687 | 3800 | 3826 | 3929 | 4025 | 4132 | 4238 | 4339 | 4522 | 4703 |
| RC-009-05 | Regular Formula Rate | 3578 | 3689 | 3710 | 3824 | 3947 | 4071 | 4203 | 4335 | 4507 | 4692 |
| | Alternative Formula Rate | 3717 | 3832 | 3859 | 3975 | 4105 | 4233 | 4372 | 4506 | 4691 | 4879 |
| RC-009-06 | Regular Formula Rate | 3658 | 3771 | 3796 | 3891 | 3998 | 4110 | 4213 | 4331 | 4516 | 4695 |
| | Alternative Formula Rate | 3792 | 3911 | 3940 | 4046 | 4156 | 4274 | 4385 | 4500 | 4695 | 4883 |
| RC-009-07 | Regular Formula Rate | 3732 | 3847 | 3875 | 3994 | 4091 | 4212 | 4326 | 4440 | 4632 | 4816 |
| | Alternative Formula Rate | 3876 | 3996 | 4026 | 4149 | 4258 | 4384 | 4497 | 4621 | 4825 | 5018 |
| RC-009-08 | Regular Formula Rate | 3750 | 3868 | 3891 | 4003 | 4123 | 4237 | 4350 | 4474 | 4677 | 4862 |
| | Alternative Formula Rate | 3891 | 4014 | 4046 | 4161 | 4287 | 4403 | 4525 | 4651 | 4870 | 5065 |
| RC-009-09 | Regular Formula Rate | 3764 | 3881 | 3909 | 4030 | 4160 | 4290 | 4431 | 4575 | 4774 | 4963 |
| | Alternative Formula Rate | 3910 | 4032 | 4064 | 4192 | 4324 | 4466 | 4608 | 4757 | 4970 | 5168 |
| RC-009-10 | Regular Formula Rate | 3844 | 3962 | 3994 | 4110 | 4224 | 4349 | 4469 | 4600 | 4813 | 5006 |
| | Alternative Formula Rate | 3989 | 4115 | 4149 | 4274 | 4390 | 4524 | 4646 | 4787 | 5012 | 5211 |
| RC-009-11 | Regular Formula Rate | 3852 | 3972 | 4003 | 4131 | 4250 | 4385 | 4502 | 4633 | 4852 | 5046 |
| | Alternative Formula Rate | 4003 | 4127 | 4161 | 4298 | 4419 | 4562 | 4685 | 4826 | 5053 | 5256 |
| RC-009-12 | Regular Formula Rate | 3874 | 3996 | 4025 | 4153 | 4287 | 4423 | 4562 | 4715 | 4922 | 5120 |
| | Alternative Formula Rate | 4025 | 4151 | 4188 | 4317 | 4460 | 4603 | 4751 | 4914 | 5127 | 5333 |
| RC-009-13 | Regular Formula Rate | 3971 | 4096 | 4131 | 4258 | 4394 | 4529 | 4675 | 4814 | 5042 | 5243 |
| | Alternative Formula Rate | 4130 | 4259 | 4298 | 4430 | 4572 | 4713 | 4867 | 5013 | 5250 | 5463 |
| RC-009-14 | Regular Formula Rate | 3980 | 4105 | 4140 | 4269 | 4414 | 4549 | 4702 | 4862 | 5077 | 5281 |
| | Alternative Formula Rate | 4135 | 4265 | 4305 | 4441 | 4588 | 4734 | 4897 | 5065 | 5294 | 5508 |
| RC-009-15 | Regular Formula Rate | 4066 | 4194 | 4233 | 4363 | 4506 | 4649 | 4806 | 4946 | 5188 | 5394 |
| | Alternative Formula Rate | 4223 | 4356 | 4397 | 4538 | 4690 | 4843 | 5009 | 5149 | 5406 | 5624 |
| RC-009-16 | Regular Formula Rate | 4096 | 4223 | 4262 | 4418 | 4549 | 4700 | 4848 | 4996 | 5251 | 5464 |
| | Alternative Formula Rate | 4259 | 4390 | 4435 | 4598 | 4734 | 4896 | 5048 | 5208 | 5485 | 5703 |
| RC-009-17 | Regular Formula Rate | 4100 | 4228 | 4266 | 4402 | 4549 | 4699 | 4859 | 5022 | 5275 | 5485 |
| | Alternative Formula Rate | 4263 | 4395 | 4438 | 4578 | 4734 | 4895 | 5062 | 5235 | 5508 | 5725 |
| RC-009-18 | Regular Formula Rate | 4136 | 4266 | 4306 | 4443 | 4600 | 4750 | 4910 | 5075 | 5316 | 5527 |
| | Alternative Formula Rate | 4302 | 4437 | 4482 | 4627 | 4787 | 4946 | 5118 | 5290 | 5548 | 5769 |
| RC-009-19 | Regular Formula Rate | 4193 | 4325 | 4367 | 4529 | 4677 | 4829 | 4988 | 5143 | 5415 | 5631 |
| | Alternative Formula Rate | 4357 | 4494 | 4542 | 4713 | 4870 | 5032 | 5195 | 5361 | 5648 | 5877 |
| RC-009-20 | Regular Formula Rate | 4228 | 4359 | 4402 | 4562 | 4713 | 4878 | 5037 | 5200 | 5514 | 5737 |
| | Alternative Formula Rate | 4394 | 4530 | 4578 | 4751 | 4911 | 5077 | 5248 | 5425 | 5761 | 5989 |
| RC-009-21 | Regular Formula Rate | 4346 | 4481 | 4527 | 4682 | 4829 | 4994 | 5163 | 5341 | 5633 | 5859 |
| | Alternative Formula Rate | 4519 | 4660 | 4709 | 4878 | 5032 | 5203 | 5381 | 5575 | 5880 | 6117 |
| RC-009-22 | Regular Formula Rate | 4412 | 4549 | 4600 | 4767 | 4922 | 5107 | 5275 | 5467 | 5763 | 5991 |
| | Alternative Formula Rate | 4591 | 4732 | 4787 | 4963 | 5127 | 5324 | 5508 | 5705 | 6015 | 6258 |
| RC-009-23 | Regular Formula Rate | 4516 | 4657 | 4706 | 4881 | 5050 | 5244 | 5424 | 5600 | 5906 | 6143 |
| | Alternative Formula Rate | 4699 | 4846 | 4903 | 5084 | 5268 | 5467 | 5662 | 5846 | 6178 | 6419 |
| RC-009-24 | Regular Formula Rate | 4523 | 4663 | 4715 | 4890 | 5066 | 5258 | 5451 | 5642 | 5946 | 6188 |
| | Alternative Formula Rate | 4710 | 4857 | 4914 | 5094 | 5283 | 5488 | 5688 | 5898 | 6219 | 6470 |
| RC-009-25 | Regular Formula Rate | 4907 | 5061 | 5124 | 5329 | 5538 | 5774 | 5992 | 6228 | 6593 | 6855 |
| | Alternative Formula Rate | 5112 | 5273 | 5342 | 5565 | 5783 | 6036 | 6267 | 6512 | 6891 | 7167 |
| RC-009-26 | Regular Formula Rate | 5101 | 5259 | 5331 | 5569 | 5799 | 6044 | 6284 | 6523 | 6907 | 7177 |
| | Alternative Formula Rate | 5323 | 5490 | 5568 | 5809 | 6059 | 6315 | 6572 | 6815 | 7217 | 7508 |
| RC-009-27 | Regular Formula Rate | 5342 | 5512 | 5590 | 5829 | 6079 | 6335 | 6585 | 6829 | 7222 | 7510 |
| | Alternative Formula Rate | 5581 | 5755 | 5841 | 6091 | 6358 | 6619 | 6876 | 7139 | 7540 | 7843 |
| RC-009-28 | Regular Formula Rate | 5556 | 5732 | 5814 | 6062 | 6321 | 6588 | 6849 | 7102 | 7511 | 7810 |
| | Alternative Formula Rate | 5803 | 5985 | 6074 | 6336 | 6612 | 6883 | 7152 | 7425 | 7842 | 8156 |
| RC-009-29 | Regular Formula Rate | 5778 | 5962 | 6047 | 6304 | 6574 | 6852 | 7123 | 7385 | 7811 | 8123 |
| | Alternative Formula Rate | 6036 | 6225 | 6317 | 6589 | 6876 | 7158 | 7437 | 7722 | 8155 | 8482 |

**RATES OF PAY - RC-009
EFFECTIVE JULY 1, 2025**

3.95%

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|
| RC-009-01 | Regular Formula Rate | 3526 | 3637 | 3652 | 3737 | 3836 | 3926 | 4023 | 4117 | 4288 | 4458 |
| | Alternative Formula Rate | 3661 | 3777 | 3798 | 3883 | 3982 | 4084 | 4181 | 4278 | 4458 | 4639 |
| RC-009-02 | Regular Formula Rate | 3604 | 3719 | 3737 | 3836 | 3941 | 4028 | 4137 | 4232 | 4411 | 4590 |
| | Alternative Formula Rate | 3741 | 3858 | 3883 | 3982 | 4090 | 4185 | 4301 | 4400 | 4585 | 4769 |
| RC-009-03 | Regular Formula Rate | 3633 | 3744 | 3764 | 3883 | 4006 | 4130 | 4262 | 4400 | 4576 | 4760 |
| | Alternative Formula Rate | 3768 | 3887 | 3910 | 4033 | 4164 | 4295 | 4435 | 4571 | 4759 | 4951 |
| RC-009-04 | Regular Formula Rate | 3693 | 3808 | 3828 | 3926 | 4026 | 4130 | 4238 | 4337 | 4520 | 4700 |
| | Alternative Formula Rate | 3833 | 3950 | 3977 | 4084 | 4184 | 4295 | 4405 | 4510 | 4701 | 4889 |
| RC-009-05 | Regular Formula Rate | 3719 | 3835 | 3857 | 3975 | 4103 | 4232 | 4369 | 4506 | 4685 | 4877 |
| | Alternative Formula Rate | 3864 | 3983 | 4011 | 4132 | 4267 | 4400 | 4545 | 4684 | 4876 | 5072 |
| RC-009-06 | Regular Formula Rate | 3802 | 3920 | 3946 | 4045 | 4156 | 4272 | 4379 | 4502 | 4694 | 4880 |
| | Alternative Formula Rate | 3942 | 4065 | 4096 | 4206 | 4320 | 4443 | 4558 | 4678 | 4880 | 5076 |
| RC-009-07 | Regular Formula Rate | 3879 | 3999 | 4028 | 4152 | 4253 | 4378 | 4497 | 4615 | 4815 | 5006 |
| | Alternative Formula Rate | 4029 | 4154 | 4185 | 4313 | 4426 | 4557 | 4675 | 4804 | 5016 | 5216 |
| RC-009-08 | Regular Formula Rate | 3898 | 4021 | 4045 | 4161 | 4286 | 4404 | 4522 | 4651 | 4862 | 5054 |
| | Alternative Formula Rate | 4045 | 4173 | 4206 | 4325 | 4456 | 4577 | 4704 | 4835 | 5062 | 5265 |
| RC-009-09 | Regular Formula Rate | 3913 | 4034 | 4063 | 4189 | 4324 | 4459 | 4606 | 4756 | 4963 | 5159 |
| | Alternative Formula Rate | 4064 | 4191 | 4225 | 4358 | 4495 | 4642 | 4790 | 4953 | 5166 | 5372 |
| RC-009-10 | Regular Formula Rate | 3996 | 4118 | 4152 | 4272 | 4391 | 4521 | 4646 | 4782 | 5003 | 5204 |
| | Alternative Formula Rate | 4147 | 4278 | 4313 | 4443 | 4563 | 4703 | 4830 | 4976 | 5210 | 5417 |
| RC-009-11 | Regular Formula Rate | 4004 | 4129 | 4161 | 4294 | 4418 | 4558 | 4680 | 4816 | 5044 | 5245 |
| | Alternative Formula Rate | 4161 | 4290 | 4325 | 4468 | 4594 | 4742 | 4870 | 5017 | 5253 | 5464 |
| RC-009-12 | Regular Formula Rate | 4027 | 4154 | 4184 | 4317 | 4456 | 4598 | 4742 | 4901 | 5116 | 5322 |
| | Alternative Formula Rate | 4184 | 4315 | 4353 | 4488 | 4636 | 4785 | 4939 | 5108 | 5330 | 5544 |
| RC-009-13 | Regular Formula Rate | 4128 | 4258 | 4294 | 4426 | 4568 | 4708 | 4860 | 5004 | 5241 | 5450 |
| | Alternative Formula Rate | 4293 | 4427 | 4468 | 4605 | 4753 | 4899 | 5059 | 5211 | 5457 | 5679 |
| RC-009-14 | Regular Formula Rate | 4137 | 4267 | 4304 | 4438 | 4588 | 4729 | 4888 | 5054 | 5278 | 5490 |
| | Alternative Formula Rate | 4298 | 4433 | 4475 | 4616 | 4769 | 4921 | 5090 | 5265 | 5503 | 5726 |
| RC-009-15 | Regular Formula Rate | 4227 | 4360 | 4400 | 4535 | 4684 | 4833 | 4996 | 5141 | 5393 | 5607 |
| | Alternative Formula Rate | 4390 | 4528 | 4571 | 4717 | 4875 | 5034 | 5207 | 5352 | 5620 | 5846 |
| RC-009-16 | Regular Formula Rate | 4258 | 4390 | 4430 | 4593 | 4729 | 4886 | 5039 | 5193 | 5458 | 5680 |
| | Alternative Formula Rate | 4427 | 4563 | 4610 | 4780 | 4921 | 5089 | 5247 | 5414 | 5702 | 5928 |
| RC-009-17 | Regular Formula Rate | 4262 | 4395 | 4435 | 4576 | 4729 | 4885 | 5051 | 5220 | 5483 | 5702 |
| | Alternative Formula Rate | 4431 | 4569 | 4613 | 4759 | 4921 | 5088 | 5262 | 5442 | 5726 | 5951 |
| RC-009-18 | Regular Formula Rate | 4299 | 4435 | 4476 | 4618 | 4782 | 4938 | 5104 | 5275 | 5526 | 5745 |
| | Alternative Formula Rate | 4472 | 4612 | 4659 | 4810 | 4976 | 5141 | 5320 | 5499 | 5767 | 5997 |
| RC-009-19 | Regular Formula Rate | 4359 | 4496 | 4539 | 4708 | 4862 | 5020 | 5185 | 5346 | 5629 | 5853 |
| | Alternative Formula Rate | 4529 | 4672 | 4721 | 4899 | 5062 | 5231 | 5400 | 5573 | 5871 | 6109 |
| RC-009-20 | Regular Formula Rate | 4395 | 4531 | 4576 | 4742 | 4899 | 5071 | 5236 | 5405 | 5732 | 5964 |
| | Alternative Formula Rate | 4568 | 4709 | 4759 | 4939 | 5105 | 5278 | 5455 | 5639 | 5989 | 6226 |
| RC-009-21 | Regular Formula Rate | 4518 | 4658 | 4706 | 4867 | 5020 | 5191 | 5367 | 5552 | 5856 | 6090 |
| | Alternative Formula Rate | 4698 | 4844 | 4895 | 5071 | 5231 | 5409 | 5594 | 5795 | 6112 | 6359 |
| RC-009-22 | Regular Formula Rate | 4586 | 4729 | 4782 | 4955 | 5116 | 5309 | 5483 | 5683 | 5991 | 6228 |
| | Alternative Formula Rate | 4772 | 4919 | 4976 | 5159 | 5330 | 5534 | 5726 | 5930 | 6253 | 6505 |
| RC-009-23 | Regular Formula Rate | 4694 | 4841 | 4892 | 5074 | 5249 | 5451 | 5638 | 5821 | 6139 | 6386 |
| | Alternative Formula Rate | 4885 | 5037 | 5097 | 5285 | 5476 | 5683 | 5886 | 6077 | 6422 | 6673 |
| RC-009-24 | Regular Formula Rate | 4702 | 4847 | 4901 | 5083 | 5266 | 5466 | 5666 | 5865 | 6181 | 6432 |
| | Alternative Formula Rate | 4896 | 5049 | 5108 | 5295 | 5492 | 5705 | 5913 | 6131 | 6465 | 6726 |
| RC-009-25 | Regular Formula Rate | 5101 | 5261 | 5326 | 5539 | 5757 | 6002 | 6229 | 6474 | 6853 | 7126 |
| | Alternative Formula Rate | 5314 | 5481 | 5553 | 5785 | 6011 | 6274 | 6515 | 6769 | 7163 | 7450 |
| RC-009-26 | Regular Formula Rate | 5302 | 5467 | 5542 | 5789 | 6028 | 6283 | 6532 | 6781 | 7180 | 7460 |
| | Alternative Formula Rate | 5533 | 5707 | 5788 | 6038 | 6298 | 6564 | 6832 | 7084 | 7502 | 7805 |
| RC-009-27 | Regular Formula Rate | 5553 | 5730 | 5811 | 6059 | 6319 | 6585 | 6845 | 7099 | 7507 | 7807 |
| | Alternative Formula Rate | 5801 | 5982 | 6072 | 6332 | 6609 | 6880 | 7148 | 7421 | 7838 | 8153 |
| RC-009-28 | Regular Formula Rate | 5775 | 5958 | 6044 | 6301 | 6571 | 6848 | 7120 | 7383 | 7808 | 8118 |
| | Alternative Formula Rate | 6032 | 6221 | 6314 | 6586 | 6873 | 7155 | 7435 | 7718 | 8152 | 8478 |
| RC-009-29 | Regular Formula Rate | 6006 | 6197 | 6286 | 6553 | 6834 | 7123 | 7404 | 7677 | 8120 | 8444 |
| | Alternative Formula Rate | 6274 | 6471 | 6567 | 6849 | 7148 | 7441 | 7731 | 8027 | 8477 | 8817 |

**RATES OF PAY - RC-009
EFFECTIVE JULY 1, 2026**

3.50%

STEPS

| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------------------|--|------|------|------|------|------|------|------|------|------|------|
| RC-009-01 | Regular Formula Rate | | 3649 | 3764 | 3780 | 3868 | 3970 | 4063 | 4164 | 4261 | 4438 | 4614 |
| | Alternative Formula Rate | | 3789 | 3909 | 3931 | 4019 | 4121 | 4227 | 4327 | 4428 | 4614 | 4801 |
| RC-009-02 | Regular Formula Rate | | 3730 | 3849 | 3868 | 3970 | 4079 | 4169 | 4282 | 4380 | 4565 | 4751 |
| | Alternative Formula Rate | | 3872 | 3993 | 4019 | 4121 | 4233 | 4331 | 4452 | 4554 | 4745 | 4936 |
| RC-009-03 | Regular Formula Rate | | 3760 | 3875 | 3896 | 4019 | 4146 | 4275 | 4411 | 4554 | 4736 | 4927 |
| | Alternative Formula Rate | | 3900 | 4023 | 4047 | 4174 | 4310 | 4445 | 4590 | 4731 | 4926 | 5124 |
| RC-009-04 | Regular Formula Rate | | 3822 | 3941 | 3962 | 4063 | 4167 | 4275 | 4386 | 4489 | 4678 | 4865 |
| | Alternative Formula Rate | | 3967 | 4088 | 4116 | 4227 | 4330 | 4445 | 4559 | 4668 | 4866 | 5060 |
| RC-009-05 | Regular Formula Rate | | 3849 | 3969 | 3992 | 4114 | 4247 | 4380 | 4522 | 4664 | 4849 | 5048 |
| | Alternative Formula Rate | | 3999 | 4122 | 4151 | 4277 | 4416 | 4554 | 4704 | 4848 | 5047 | 5250 |
| RC-009-06 | Regular Formula Rate | | 3935 | 4057 | 4084 | 4187 | 4301 | 4422 | 4532 | 4660 | 4858 | 5051 |
| | Alternative Formula Rate | | 4080 | 4207 | 4239 | 4353 | 4471 | 4599 | 4718 | 4842 | 5051 | 5254 |
| RC-009-07 | Regular Formula Rate | | 4015 | 4139 | 4169 | 4297 | 4402 | 4531 | 4654 | 4777 | 4984 | 5181 |
| | Alternative Formula Rate | | 4170 | 4299 | 4331 | 4464 | 4581 | 4716 | 4839 | 4972 | 5192 | 5399 |
| RC-009-08 | Regular Formula Rate | | 4034 | 4162 | 4187 | 4307 | 4436 | 4558 | 4680 | 4814 | 5032 | 5231 |
| | Alternative Formula Rate | | 4187 | 4319 | 4353 | 4476 | 4612 | 4737 | 4869 | 5004 | 5239 | 5449 |
| RC-009-09 | Regular Formula Rate | | 4050 | 4175 | 4205 | 4336 | 4475 | 4615 | 4767 | 4922 | 5137 | 5340 |
| | Alternative Formula Rate | | 4206 | 4338 | 4373 | 4511 | 4652 | 4804 | 4958 | 5126 | 5347 | 5560 |
| RC-009-10 | Regular Formula Rate | | 4136 | 4262 | 4297 | 4422 | 4545 | 4679 | 4809 | 4949 | 5178 | 5386 |
| | Alternative Formula Rate | | 4292 | 4428 | 4464 | 4599 | 4723 | 4868 | 4999 | 5150 | 5392 | 5607 |
| RC-009-11 | Regular Formula Rate | | 4144 | 4274 | 4307 | 4444 | 4573 | 4718 | 4844 | 4985 | 5221 | 5429 |
| | Alternative Formula Rate | | 4307 | 4440 | 4476 | 4624 | 4755 | 4908 | 5040 | 5193 | 5437 | 5655 |
| RC-009-12 | Regular Formula Rate | | 4168 | 4299 | 4330 | 4468 | 4612 | 4759 | 4908 | 5073 | 5295 | 5508 |
| | Alternative Formula Rate | | 4330 | 4466 | 4505 | 4645 | 4798 | 4952 | 5112 | 5287 | 5517 | 5738 |
| RC-009-13 | Regular Formula Rate | | 4272 | 4407 | 4444 | 4581 | 4728 | 4873 | 5030 | 5179 | 5424 | 5641 |
| | Alternative Formula Rate | | 4443 | 4582 | 4624 | 4766 | 4919 | 5070 | 5236 | 5393 | 5648 | 5878 |
| RC-009-14 | Regular Formula Rate | | 4282 | 4416 | 4455 | 4593 | 4749 | 4895 | 5059 | 5231 | 5463 | 5682 |
| | Alternative Formula Rate | | 4448 | 4588 | 4632 | 4778 | 4936 | 5093 | 5268 | 5449 | 5696 | 5926 |
| RC-009-15 | Regular Formula Rate | | 4375 | 4513 | 4554 | 4694 | 4848 | 5002 | 5171 | 5321 | 5582 | 5803 |
| | Alternative Formula Rate | | 4544 | 4686 | 4731 | 4882 | 5046 | 5210 | 5389 | 5539 | 5817 | 6051 |
| RC-009-16 | Regular Formula Rate | | 4407 | 4544 | 4585 | 4754 | 4895 | 5057 | 5215 | 5375 | 5649 | 5879 |
| | Alternative Formula Rate | | 4582 | 4723 | 4771 | 4947 | 5093 | 5267 | 5431 | 5603 | 5902 | 6135 |
| RC-009-17 | Regular Formula Rate | | 4411 | 4549 | 4590 | 4736 | 4895 | 5056 | 5228 | 5403 | 5675 | 5902 |
| | Alternative Formula Rate | | 4586 | 4729 | 4774 | 4926 | 5093 | 5266 | 5446 | 5632 | 5926 | 6159 |
| RC-009-18 | Regular Formula Rate | | 4449 | 4590 | 4633 | 4780 | 4949 | 5111 | 5283 | 5460 | 5719 | 5946 |
| | Alternative Formula Rate | | 4629 | 4773 | 4822 | 4978 | 5150 | 5321 | 5506 | 5691 | 5969 | 6207 |
| RC-009-19 | Regular Formula Rate | | 4512 | 4653 | 4698 | 4873 | 5032 | 5196 | 5366 | 5533 | 5826 | 6058 |
| | Alternative Formula Rate | | 4688 | 4836 | 4886 | 5070 | 5239 | 5414 | 5589 | 5768 | 6076 | 6323 |
| RC-009-20 | Regular Formula Rate | | 4549 | 4690 | 4736 | 4908 | 5070 | 5248 | 5419 | 5594 | 5933 | 6173 |
| | Alternative Formula Rate | | 4728 | 4874 | 4926 | 5112 | 5284 | 5463 | 5646 | 5836 | 6199 | 6444 |
| RC-009-21 | Regular Formula Rate | | 4676 | 4821 | 4871 | 5037 | 5196 | 5373 | 5555 | 5746 | 6061 | 6303 |
| | Alternative Formula Rate | | 4862 | 5014 | 5066 | 5248 | 5414 | 5598 | 5790 | 5998 | 6326 | 6582 |
| RC-009-22 | Regular Formula Rate | | 4747 | 4895 | 4949 | 5128 | 5295 | 5495 | 5675 | 5882 | 6201 | 6446 |
| | Alternative Formula Rate | | 4939 | 5091 | 5150 | 5340 | 5517 | 5728 | 5926 | 6138 | 6472 | 6733 |
| RC-009-23 | Regular Formula Rate | | 4858 | 5010 | 5063 | 5252 | 5433 | 5642 | 5835 | 6025 | 6354 | 6610 |
| | Alternative Formula Rate | | 5056 | 5213 | 5275 | 5470 | 5668 | 5882 | 6092 | 6290 | 6647 | 6907 |
| RC-009-24 | Regular Formula Rate | | 4867 | 5017 | 5073 | 5261 | 5450 | 5657 | 5864 | 6070 | 6397 | 6657 |
| | Alternative Formula Rate | | 5067 | 5226 | 5287 | 5480 | 5684 | 5905 | 6120 | 6346 | 6691 | 6961 |
| RC-009-25 | Regular Formula Rate | | 5280 | 5445 | 5512 | 5733 | 5958 | 6212 | 6447 | 6701 | 7093 | 7375 |
| | Alternative Formula Rate | | 5500 | 5673 | 5747 | 5987 | 6221 | 6494 | 6743 | 7006 | 7414 | 7711 |
| RC-009-26 | Regular Formula Rate | | 5488 | 5658 | 5736 | 5992 | 6239 | 6503 | 6761 | 7018 | 7431 | 7721 |
| | Alternative Formula Rate | | 5727 | 5907 | 5991 | 6249 | 6518 | 6794 | 7071 | 7332 | 7765 | 8078 |
| RC-009-27 | Regular Formula Rate | | 5747 | 5931 | 6014 | 6271 | 6540 | 6815 | 7085 | 7347 | 7770 | 8080 |
| | Alternative Formula Rate | | 6004 | 6191 | 6285 | 6554 | 6840 | 7121 | 7398 | 7681 | 8112 | 8438 |
| RC-009-28 | Regular Formula Rate | | 5977 | 6167 | 6256 | 6522 | 6801 | 7088 | 7369 | 7641 | 8081 | 8402 |
| | Alternative Formula Rate | | 6243 | 6439 | 6535 | 6817 | 7114 | 7405 | 7695 | 7988 | 8437 | 8775 |
| RC-009-29 | Regular Formula Rate | | 6216 | 6414 | 6506 | 6782 | 7073 | 7372 | 7663 | 7946 | 8404 | 8740 |
| | Alternative Formula Rate | | 6494 | 6697 | 6797 | 7089 | 7398 | 7701 | 8002 | 8308 | 8774 | 9126 |

PART XVII
RC-010 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|------------|---|------------|
| 50521 | Administrative Law Judge II | RC-010-24 |
| 18300 | Hearings Referee | RC-010-23 |
| 18301 | Hearings Referee - Intermittent | RC-010-23h |
| 37015 | Public Service Administrator, Option 8L | RC-010-24 |
| 45256 | Technical Advisor Advanced Program Specialist | RC-010-24 |
| 45251 | Technical Advisor I | RC-010-18 |
| 45252 | Technical Advisor II | RC-010-20 |
| 97392 | Technical Advisor II | RC-010-20 |
| 45253 | Technical Advisor III | RC-010-23 |
| 97393 | Technical Advisor III | RC-010-23 |
| 97396 | Technical Advisor IV | RC-010-24 |

**RATES OF PAY - RC-010
EFFECTIVE JULY 1, 2023**

4.00%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-010-18 | Regular Formula Rate | 5181 | 5350 | 5517 | 5601 | 5870 | 6141 | 6425 | 6684 | 6953 | 7367 | 7664 |
| | Alternative Formula Rate | 5408 | 5583 | 5757 | 5851 | 6138 | 6424 | 6714 | 6989 | 7268 | 7703 | 8011 |
| RC-010-20 | Regular Formula Rate | 5757 | 5946 | 6133 | 6235 | 6550 | 6853 | 7181 | 7494 | 7804 | 8278 | 8610 |
| | Alternative Formula Rate | 6014 | 6209 | 6404 | 6517 | 6844 | 7168 | 7508 | 7830 | 8156 | 8654 | 9001 |
| RC-010-23 | Regular Formula Rate | 6805 | 7027 | 7249 | 7385 | 7775 | 8175 | 8562 | 8955 | 9342 | 9935 | 10333 |
| | Alternative Formula Rate | 7110 | 7342 | 7575 | 7720 | 8130 | 8544 | 8946 | 9363 | 9768 | 10379 | 10793 |
| RC-010-23h | Regular Formula Rate | 41.88 | 43.24 | 44.61 | 45.45 | 47.85 | 50.31 | 52.69 | 55.11 | 57.49 | 61.14 | 63.59 |
| RC-010-24 | Regular Formula Rate | 7234 | 7473 | 7708 | 7859 | 8276 | 8712 | 9129 | 9552 | 9982 | 10609 | 11031 |
| | Alternative Formula Rate | 7560 | 7805 | 8053 | 8215 | 8653 | 9103 | 9543 | 9979 | 10430 | 11086 | 11529 |
| RC-010-26 | Regular Formula Rate | 8217 | 8485 | 8755 | 8940 | 9430 | 9931 | 10431 | 10919 | 11409 | 12143 | 12629 |
| | Alternative Formula Rate | 8613 | 8893 | 9173 | 9371 | 9878 | 10401 | 10926 | 11438 | 11949 | 12722 | 13230 |

**RATES OF PAY - RC-010
EFFECTIVE JANUARY 1, 2024**

2.50%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-010-18 | Regular Formula Rate | 5311 | 5484 | 5655 | 5741 | 6017 | 6295 | 6586 | 6851 | 7127 | 7551 | 7856 |
| | Alternative Formula Rate | 5543 | 5723 | 5901 | 5997 | 6291 | 6585 | 6882 | 7164 | 7450 | 7896 | 8211 |
| RC-010-20 | Regular Formula Rate | 5901 | 6095 | 6286 | 6391 | 6714 | 7024 | 7361 | 7681 | 7999 | 8485 | 8825 |
| | Alternative Formula Rate | 6164 | 6364 | 6564 | 6680 | 7015 | 7347 | 7696 | 8026 | 8360 | 8870 | 9226 |
| RC-010-23 | Regular Formula Rate | 6975 | 7203 | 7430 | 7570 | 7969 | 8379 | 8776 | 9179 | 9576 | 10183 | 10591 |
| | Alternative Formula Rate | 7288 | 7526 | 7764 | 7913 | 8333 | 8758 | 9170 | 9597 | 10012 | 10638 | 11063 |
| RC-010-23h | Regular Formula Rate | 42.92 | 44.33 | 45.72 | 46.58 | 49.04 | 51.56 | 54.01 | 56.49 | 58.93 | 62.66 | 65.18 |
| RC-010-24 | Regular Formula Rate | 7415 | 7660 | 7901 | 8055 | 8483 | 8930 | 9357 | 9791 | 10232 | 10874 | 11307 |
| | Alternative Formula Rate | 7749 | 8000 | 8254 | 8420 | 8869 | 9331 | 9782 | 10228 | 10691 | 11363 | 11817 |
| RC-010-26 | Regular Formula Rate | 8422 | 8697 | 8974 | 9164 | 9666 | 10179 | 10692 | 11192 | 11694 | 12447 | 12945 |
| | Alternative Formula Rate | 8828 | 9115 | 9402 | 9605 | 10125 | 10661 | 11199 | 11724 | 12248 | 13040 | 13561 |

**RATES OF PAY - RC-010
EFFECTIVE JULY 1, 2024**

4.00% & Elimination of Step 1c

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-010-18 | Regular Formula Rate | 5703 | 5881 | 5971 | 6258 | 6547 | 6849 | 7125 | 7412 | 7853 | 8170 |
| | Alternative Formula Rate | 5952 | 6137 | 6237 | 6543 | 6848 | 7157 | 7451 | 7748 | 8212 | 8539 |
| RC-010-20 | Regular Formula Rate | 6339 | 6537 | 6647 | 6983 | 7305 | 7655 | 7988 | 8319 | 8824 | 9178 |
| | Alternative Formula Rate | 6619 | 6827 | 6947 | 7296 | 7641 | 8004 | 8347 | 8694 | 9225 | 9595 |
| RC-010-23 | Regular Formula Rate | 7491 | 7727 | 7873 | 8288 | 8714 | 9127 | 9546 | 9959 | 10590 | 11015 |
| | Alternative Formula Rate | 7827 | 8075 | 8230 | 8666 | 9108 | 9537 | 9981 | 10412 | 11064 | 11506 |
| RC-010-23h | Regular Formula Rate | 46.10 | 47.55 | 48.45 | 51.00 | 53.62 | 56.17 | 58.74 | 61.29 | 65.17 | 67.78 |
| RC-010-24 | Regular Formula Rate | 7966 | 8217 | 8377 | 8822 | 9287 | 9731 | 10183 | 10641 | 11309 | 11759 |
| | Alternative Formula Rate | 8320 | 8584 | 8757 | 9224 | 9704 | 10173 | 10637 | 11119 | 11818 | 12290 |
| RC-010-26 | Regular Formula Rate | 9045 | 9333 | 9531 | 10053 | 10586 | 11120 | 11640 | 12162 | 12945 | 13463 |
| | Alternative Formula Rate | 9480 | 9778 | 9989 | 10530 | 11087 | 11647 | 12193 | 12738 | 13562 | 14103 |

**RATES OF PAY - RC-010
EFFECTIVE JULY 1, 2025**

3.95%

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-010-18 | Regular Formula Rate | 5928 | 6113 | 6207 | 6505 | 6806 | 7120 | 7406 | 7705 | 8163 | 8493 |
| | Alternative Formula Rate | 6187 | 6379 | 6483 | 6801 | 7118 | 7440 | 7745 | 8054 | 8536 | 8876 |
| RC-010-20 | Regular Formula Rate | 6589 | 6795 | 6910 | 7259 | 7594 | 7957 | 8304 | 8648 | 9173 | 9541 |
| | Alternative Formula Rate | 6880 | 7097 | 7221 | 7584 | 7943 | 8320 | 8677 | 9037 | 9589 | 9974 |
| RC-010-23 | Regular Formula Rate | 7787 | 8032 | 8184 | 8615 | 9058 | 9488 | 9923 | 10352 | 11008 | 11450 |
| | Alternative Formula Rate | 8136 | 8394 | 8555 | 9008 | 9468 | 9914 | 10375 | 10823 | 11501 | 11960 |
| RC-010-23h | Regular Formula Rate | 47.92 | 49.43 | 50.36 | 53.02 | 55.74 | 58.39 | 61.06 | 63.70 | 67.74 | 70.46 |
| RC-010-24 | Regular Formula Rate | 8281 | 8542 | 8708 | 9170 | 9654 | 10115 | 10585 | 11061 | 11756 | 12223 |
| | Alternative Formula Rate | 8649 | 8923 | 9103 | 9588 | 10087 | 10575 | 11057 | 11558 | 12285 | 12775 |
| RC-010-26 | Regular Formula Rate | 9402 | 9702 | 9907 | 10450 | 11004 | 11559 | 12100 | 12642 | 13456 | 13995 |
| | Alternative Formula Rate | 9854 | 10164 | 10384 | 10946 | 11525 | 12107 | 12675 | 13241 | 14098 | 14660 |

**RATES OF PAY - RC-010
EFFECTIVE JULY 1, 2026**

3.50%

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-010-18 | Regular Formula Rate | 6135 | 6327 | 6424 | 6733 | 7044 | 7369 | 7665 | 7975 | 8449 | 8790 |
| | Alternative Formula Rate | 6404 | 6602 | 6710 | 7039 | 7367 | 7700 | 8016 | 8336 | 8835 | 9187 |
| RC-010-20 | Regular Formula Rate | 6820 | 7033 | 7152 | 7513 | 7860 | 8235 | 8595 | 8951 | 9494 | 9875 |
| | Alternative Formula Rate | 7121 | 7345 | 7474 | 7849 | 8221 | 8611 | 8981 | 9353 | 9925 | 10323 |
| RC-010-23 | Regular Formula Rate | 8060 | 8313 | 8470 | 8917 | 9375 | 9820 | 10270 | 10714 | 11393 | 11851 |
| | Alternative Formula Rate | 8421 | 8688 | 8854 | 9323 | 9799 | 10261 | 10738 | 11202 | 11904 | 12379 |
| RC-010-23h | Regular Formula Rate | 49.60 | 51.16 | 52.12 | 54.87 | 57.69 | 60.43 | 63.20 | 65.93 | 70.11 | 72.93 |
| RC-010-24 | Regular Formula Rate | 8571 | 8841 | 9013 | 9491 | 9992 | 10469 | 10955 | 11448 | 12167 | 12651 |
| | Alternative Formula Rate | 8952 | 9235 | 9422 | 9924 | 10440 | 10945 | 11444 | 11963 | 12715 | 13222 |
| RC-010-26 | Regular Formula Rate | 9731 | 10042 | 10254 | 10816 | 11389 | 11964 | 12524 | 13084 | 13927 | 14485 |
| | Alternative Formula Rate | 10199 | 10520 | 10747 | 11329 | 11928 | 12531 | 13119 | 13704 | 14591 | 15173 |

PART XVIII
RC-014 TITLES AND SALARY GRADE

RC-014 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|---------------|---|------------|
| 00111 | Account Clerk I | RC-014-05 |
| 00112 | Account Clerk II | RC-014-07 |
| 00115 | Account Technician I | RC-014-10 |
| 00116 | Account Technician II | RC-014-12 |
| 00600 | Administrative Services Worker Trainee | RC-014-02 |
| 00951 | Aircraft Dispatcher | RC-014-12 |
| 00952 | Aircraft Lead Dispatcher | RC-014-14 |
| 03501 | Audio Visual Technician I | RC-014-06 |
| 03502 | Audio Visual Technician II | RC-014-09 |
| 05905 | Buyer Assistant | RC-014-10 |
| 06920 | Check Issuance Machine Operator | RC-014-09 |
| 06925 | Check Issuance Machine Supervisor | RC-014-11 |
| 08050 | Clerical Trainee | RC-014-01 |
| 66300 | Clocker Security | RC-014-03 |
| 08815 | Communications Dispatcher | RC-014-09 |
| 08831 | Communications Equipment Technician I | RC-014-17 |
| 08832 | Communications Equipment Technician II | RC-014-19 |
| 08833 | Communications Equipment Technician III | RC-014-20 |
| 09900 | Court Reporter | RC-014-15 |
| 11420 | Data Processing Assistant | RC-014-06 |
| 11425 | Data Processing Operator | RC-014-04 |
| 11428 | Data Processing Operator Trainee | RC-014-02 |
| 12749 | Drafting Worker | RC-014-11 |
| 13340 | Electronic Equipment Installer/Repairer | RC-014-10 |
| 13345 | Electronic Equipment Installer/Repairer Lead Worker | RC-014-12 |
| 13360 | Electronics Technician | RC-014-15 |
| 13540 | Emergency Response Lead Telecommunicator | RC-014-13 |
| 13543 | Emergency Response Telecommunicator | RC-014-11 |
| 13554 | Employee Benefits Associate | RC-014-11 |
| 13555 | Employee Benefits Representative | RC-014-14 |
| 13556 | Employee Benefits Specialist | RC-014-16 |
| 13732 | Engineering Technician II | RC-014-13 |
| 13733 | Engineering Technician III | RC-014-16 |
| 14031 | Executive Secretary I | RC-014-11 |
| 14032 | Executive Secretary II | RC-014-14 |
| 14033 | Executive Secretary III | RC-014-16 |
| 17365 | Graphic Arts Designer Supervisor | RC-014-18 |
| 17366 | Graphic Arts Designer | RC-014-14 |
| 17370 | Graphic Arts Designer Advanced | RC-014-16 |
| 17400 | Graphic Arts Technician | RC-014-12 |
| 75260 | Horse Custodian | RC-014-03 |
| 75265 | Horse Identifier | RC-014-10 |
| 19690 | Human Resources Assistant | RC-014-08 |
| 19691 | Human Resources Associate | RC-014-11 |
| 19694 | Human Resources Trainee | RC-014-07 |
| 21080 | Industrial Commission Reporter | RC-014-16 |
| 21095 | Industrial Commission Technician | RC-014-11 |
| 21571 | Insurance Analyst | RC-014-12 |
| 21686 | Intermittent Clerk | RC-014-02h |
| 23421 | Library Aide I | RC-014-03 |
| 23450 | Library Technical Assistant | RC-014-10 |
| 80065 | License Clerk | RC-014-10 |
| 80075 | License Liaison | RC-014-10 |

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|-------|---|-------------|
| 80085 | License Support | RC-014-10 |
| 24520 | Lottery Telemarketing Representative | RC-014-09 |
| 27175 | Microfilm Laboratory Technician I | RC-014-07 |
| 27176 | Microfilm Laboratory Technician II | RC-014-09 |
| 27181 | Microfilm Operator I | RC-014-04 |
| 27182 | Microfilm Operator II | RC-014-06 |
| 27183 | Microfilm Operator III | RC-014-08 |
| 29991 | Office Administrator I | RC-014-07 |
| 27175 | Microfilm Laboratory Technician I | RC-014-07 |
| 27176 | Microfilm Laboratory Technician II | RC-014-09 |
| 27181 | Microfilm Operator I | RC-014-04 |
| 27182 | Microfilm Operator II | RC-014-06 |
| 27183 | Microfilm Operator III | RC-014-08 |
| 82933 | Military Property Custodian II | RC-014-12.5 |
| 29991 | Office Administrator I | RC-014-07 |
| 29992 | Office Administrator II | RC-014-09 |
| 29993 | Office Administrator III | RC-014-11 |
| 30005 | Office Aide | RC-014-02 |
| 30010 | Office Assistant | RC-014-06 |
| 30015 | Office Associate | RC-014-08 |
| 30020 | Office Clerk | RC-014-04 |
| 30025 | Office Coordinator | RC-014-09 |
| 32080 | Photographer | RC-014-14 |
| 32091 | Photographic Technician I | RC-014-11 |
| 32092 | Photographic Technician II | RC-014-14 |
| 32093 | Photographic Technician III | RC-014-15 |
| 34540 | Procurement Representative | RC-014-09 |
| 34791 | Property and Supply Clerk I | RC-014-03.5 |
| 34792 | Property and Supply Clerk II | RC-014-05.5 |
| 34793 | Property and Supply Clerk III | RC-014-08 |
| 38141 | Rehabilitation Case Coordinator I | RC-014-08 |
| 38142 | Rehabilitation Case Coordinator II | RC-014-10 |
| 38201 | Reproduction Service Supervisor I | RC-014-13 |
| 38203 | Reproduction Service Technician I | RC-014-05 |
| 38204 | Reproduction Service Technician II | RC-014-09 |
| 38205 | Reproduction Service Technician III | RC-014-11 |
| 38910 | Safety Responsibility Analyst | RC-014-12 |
| 38915 | Safety Responsibility Analyst Supervisor | RC-014-14 |
| 91093 | Security Monitor | RC-014-07 |
| 94775 | Steward's Secretary | RC-014-10 |
| 43051 | Storekeeper I | RC-014-10.5 |
| 43052 | Storekeeper II | RC-014-12.5 |
| 43053 | Storekeeper III | RC-014-14 |
| 43060 | Stores Clerk | RC-014-04.5 |
| 44411 | Switchboard Operator I | RC-014-05 |
| 44412 | Switchboard Operator II | RC-014-07 |
| 44413 | Switchboard Operator III | RC-014-09 |
| 45305 | Telecommunications Supervisor | RC-014-20 |
| 45316 | Telecommunicator - Command Center | RC-014-13 |
| 45318 | Telecommunicator Lead Worker - Command Center | RC-014-15 |
| 45321 | Telecommunicator | RC-014-12 |
| 45322 | Telecommunicator Call Taker | RC-014-14 |
| 45323 | Telecommunicator Lead Call Taker | RC-014-16 |
| 45324 | Telecommunicator Lead Worker | RC-014-14 |
| 45325 | Telecommunicator Trainee | RC-014-10 |
| 45326 | Telecommunicator Specialist | RC-014-15 |
| 45327 | Telecommunicator Lead Specialist | RC-014-17 |
| 47585 | Vehicle Permit Evaluator | RC-014-11 |
| 47804 | Veterans Service Officer Associate | RC-014-13 |
| 98600 | Veterinarian's Secretary | RC-014-10 |
| 98610 | Veterinary Technician | RC-014-03 |

RATES OF PAY - RC-014

EFFECTIVE JULY 1, 2023

4.00%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-014-01 | Regular Formula Rate | 2900 | 2993 | 3089 | 3098 | 3168 | 3241 | 3326 | 3399 | 3480 | 3609 | 3750 |
| | Alternative Formula Rate | 3007 | 3103 | 3201 | 3215 | 3293 | 3365 | 3453 | 3537 | 3617 | 3750 | 3902 |
| | Maximum Security Rate | 3090 | 3188 | 3286 | 3306 | 3373 | 3447 | 3539 | 3621 | 3700 | 3836 | 3989 |
| RC-014-02 | Regular Formula Rate | 3017 | 3116 | 3214 | 3225 | 3296 | 3373 | 3460 | 3537 | 3621 | 3755 | 3903 |
| | Alternative Formula Rate | 3128 | 3230 | 3331 | 3346 | 3427 | 3503 | 3593 | 3681 | 3765 | 3903 | 4060 |
| | Maximum Security Rate | 3215 | 3318 | 3421 | 3440 | 3510 | 3587 | 3684 | 3769 | 3851 | 3992 | 4152 |
| RC-014-02h | Regular Formula Rate | 18.57 | 19.18 | 19.78 | 19.85 | 20.28 | 20.76 | 21.29 | 21.77 | 22.28 | 23.11 | 24.02 |
| RC-014-03 | Regular Formula Rate | 3085 | 3182 | 3282 | 3296 | 3373 | 3461 | 3543 | 3630 | 3716 | 3869 | 4023 |
| | Alternative Formula Rate | 3202 | 3304 | 3408 | 3427 | 3503 | 3594 | 3686 | 3773 | 3860 | 4023 | 4186 |
| | Maximum Security Rate | 3280 | 3385 | 3490 | 3510 | 3587 | 3686 | 3774 | 3858 | 3946 | 4109 | 4272 |
| RC-014-03rb | Regular Formula Rate | 142 | 146 | 151 | 152 | 155 | 159 | 163 | 167 | 171 | 178 | 185 |
| RC-014-03.5 | Regular Formula Rate | 3154 | 3253 | 3356 | 3373 | 3455 | 3543 | 3632 | 3716 | 3810 | 3971 | 4127 |
| | Alternative Formula Rate | 3273 | 3377 | 3481 | 3503 | 3589 | 3686 | 3775 | 3860 | 3957 | 4125 | 4292 |
| | Maximum Security Rate | 3349 | 3457 | 3563 | 3587 | 3681 | 3774 | 3864 | 3946 | 4045 | 4215 | 4384 |
| RC-014-04 | Regular Formula Rate | 3154 | 3253 | 3356 | 3373 | 3461 | 3556 | 3635 | 3734 | 3819 | 3980 | 4142 |
| | Alternative Formula Rate | 3273 | 3377 | 3481 | 3503 | 3594 | 3692 | 3777 | 3882 | 3971 | 4138 | 4304 |
| | Maximum Security Rate | 3349 | 3457 | 3563 | 3587 | 3686 | 3778 | 3868 | 3973 | 4056 | 4223 | 4397 |
| RC-014-04.5 | Regular Formula Rate | 3229 | 3333 | 3436 | 3455 | 3543 | 3633 | 3727 | 3824 | 3914 | 4079 | 4241 |
| | Alternative Formula Rate | 3350 | 3459 | 3565 | 3589 | 3686 | 3776 | 3876 | 3976 | 4070 | 4242 | 4412 |
| | Maximum Security Rate | 3434 | 3546 | 3657 | 3681 | 3774 | 3867 | 3959 | 4060 | 4159 | 4333 | 4504 |
| RC-014-05 | Regular Formula Rate | 3234 | 3338 | 3442 | 3461 | 3561 | 3648 | 3746 | 3836 | 3932 | 4094 | 4258 |
| | Alternative Formula Rate | 3356 | 3464 | 3572 | 3594 | 3696 | 3794 | 3892 | 3987 | 4088 | 4258 | 4426 |
| | Maximum Security Rate | 3438 | 3548 | 3660 | 3686 | 3780 | 3882 | 3981 | 4079 | 4176 | 4345 | 4518 |
| RC-014-05.5 | Regular Formula Rate | 3308 | 3414 | 3521 | 3543 | 3635 | 3741 | 3834 | 3932 | 4034 | 4200 | 4363 |
| | Alternative Formula Rate | 3438 | 3548 | 3660 | 3686 | 3777 | 3889 | 3986 | 4088 | 4200 | 4366 | 4540 |
| | Maximum Security Rate | 3519 | 3632 | 3746 | 3774 | 3868 | 3978 | 4078 | 4176 | 4285 | 4456 | 4632 |
| RC-014-06 | Regular Formula Rate | 3324 | 3431 | 3538 | 3561 | 3650 | 3750 | 3856 | 3952 | 4062 | 4236 | 4404 |
| | Alternative Formula Rate | 3449 | 3557 | 3669 | 3696 | 3795 | 3899 | 4010 | 4113 | 4221 | 4404 | 4580 |
| | Maximum Security Rate | 3526 | 3639 | 3752 | 3780 | 3884 | 3984 | 4100 | 4204 | 4315 | 4495 | 4677 |
| RC-014-07 | Regular Formula Rate | 3408 | 3518 | 3628 | 3650 | 3755 | 3867 | 3975 | 4081 | 4197 | 4387 | 4561 |
| | Alternative Formula Rate | 3537 | 3650 | 3766 | 3795 | 3903 | 4021 | 4131 | 4245 | 4363 | 4569 | 4751 |
| | Maximum Security Rate | 3618 | 3734 | 3851 | 3884 | 3992 | 4105 | 4218 | 4335 | 4449 | 4658 | 4843 |
| RC-014-07rb | Regular Formula Rate | 157 | 162 | 167 | 168 | 173 | 178 | 183 | 188 | 193 | 202 | 210 |
| RC-014-08 | Regular Formula Rate | 3502 | 3614 | 3726 | 3755 | 3875 | 3987 | 4113 | 4223 | 4346 | 4551 | 4734 |
| | Alternative Formula Rate | 3638 | 3755 | 3871 | 3903 | 4032 | 4145 | 4280 | 4395 | 4527 | 4740 | 4931 |
| | Maximum Security Rate | 3717 | 3837 | 3956 | 3992 | 4114 | 4236 | 4371 | 4490 | 4618 | 4830 | 5025 |
| RC-014-09 | Regular Formula Rate | 3610 | 3725 | 3842 | 3875 | 3994 | 4122 | 4249 | 4385 | 4516 | 4730 | 4918 |
| | Alternative Formula Rate | 3754 | 3874 | 3995 | 4032 | 4156 | 4289 | 4421 | 4566 | 4702 | 4925 | 5125 |

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|-------------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| | Maximum Security Rate | 3829 | 3951 | 4076 | 4114 | 4241 | 4377 | 4513 | 4657 | 4794 | 5020 | 5223 |
| RC-014-10 | Regular Formula Rate | 3722 | 3842 | 3962 | 3998 | 4144 | 4267 | 4409 | 4548 | 4687 | 4926 | 5126 |
| | Alternative Formula Rate | 3869 | 3995 | 4118 | 4160 | 4313 | 4441 | 4593 | 4736 | 4886 | 5145 | 5350 |
| | Maximum Security Rate | 3948 | 4076 | 4203 | 4245 | 4398 | 4531 | 4682 | 4826 | 4984 | 5241 | 5450 |
| RC-014-10b | Regular Formula Rate | 171 | 177 | 182 | 184 | 191 | 196 | 203 | 209 | 215 | 226 | 236 |
| RC-014-10.5 | Regular Formula Rate | 3831 | 3953 | 4078 | 4116 | 4249 | 4395 | 4528 | 4686 | 4824 | 5070 | 5275 |
| | Alternative Formula Rate | 3985 | 4113 | 4242 | 4286 | 4421 | 4577 | 4718 | 4883 | 5029 | 5288 | 5503 |
| | Maximum Security Rate | 4065 | 4195 | 4326 | 4374 | 4513 | 4670 | 4808 | 4983 | 5127 | 5390 | 5609 |
| RC-014-11 | Regular Formula Rate | 3858 | 3983 | 4105 | 4145 | 4287 | 4426 | 4586 | 4736 | 4884 | 5143 | 5348 |
| | Alternative Formula Rate | 4010 | 4139 | 4267 | 4315 | 4468 | 4612 | 4778 | 4938 | 5093 | 5368 | 5582 |
| | Maximum Security Rate | 4086 | 4218 | 4350 | 4400 | 4553 | 4701 | 4869 | 5030 | 5190 | 5464 | 5683 |
| RC-014-12 | Regular Formula Rate | 4010 | 4139 | 4267 | 4315 | 4472 | 4618 | 4791 | 4948 | 5129 | 5406 | 5620 |
| | Alternative Formula Rate | 4169 | 4306 | 4439 | 4491 | 4656 | 4810 | 4994 | 5167 | 5352 | 5643 | 5870 |
| | Maximum Security Rate | 4249 | 4386 | 4525 | 4578 | 4744 | 4900 | 5091 | 5263 | 5452 | 5745 | 5976 |
| RC-014-12.5 | Regular Formula Rate | 4102 | 4236 | 4369 | 4415 | 4579 | 4738 | 4919 | 5088 | 5254 | 5540 | 5763 |
| | Alternative Formula Rate | 4268 | 4408 | 4546 | 4599 | 4769 | 4941 | 5129 | 5311 | 5484 | 5795 | 6021 |
| | Maximum Security Rate | 4350 | 4491 | 4632 | 4687 | 4864 | 5033 | 5230 | 5411 | 5582 | 5893 | 6127 |
| RC-014-13 | Regular Formula Rate | 4158 | 4292 | 4426 | 4476 | 4640 | 4816 | 4996 | 5178 | 5373 | 5672 | 5896 |
| | Alternative Formula Rate | 4325 | 4466 | 4606 | 4660 | 4830 | 5023 | 5219 | 5410 | 5609 | 5927 | 6165 |
| | Maximum Security Rate | 4406 | 4549 | 4691 | 4750 | 4924 | 5120 | 5319 | 5506 | 5710 | 6030 | 6271 |
| RC-014-14 | Regular Formula Rate | 4331 | 4471 | 4610 | 4668 | 4843 | 5033 | 5254 | 5444 | 5650 | 5982 | 6221 |
| | Alternative Formula Rate | 4514 | 4658 | 4805 | 4866 | 5048 | 5258 | 5484 | 5690 | 5908 | 6250 | 6498 |
| | Maximum Security Rate | 4593 | 4742 | 4890 | 4956 | 5149 | 5350 | 5582 | 5793 | 6008 | 6350 | 6601 |
| RC-014-15 | Regular Formula Rate | 4499 | 4646 | 4791 | 4854 | 5067 | 5276 | 5481 | 5702 | 5918 | 6275 | 6522 |
| | Alternative Formula Rate | 4692 | 4844 | 4997 | 5064 | 5285 | 5506 | 5727 | 5964 | 6184 | 6551 | 6818 |
| | Maximum Security Rate | 4777 | 4932 | 5087 | 5155 | 5384 | 5602 | 5828 | 6065 | 6285 | 6656 | 6921 |
| RC-014-16 | Regular Formula Rate | 4706 | 4859 | 5011 | 5080 | 5305 | 5540 | 5770 | 6011 | 6251 | 6621 | 6887 |
| | Alternative Formula Rate | 4907 | 5067 | 5227 | 5299 | 5540 | 5795 | 6034 | 6284 | 6534 | 6922 | 7202 |
| | Maximum Security Rate | 5001 | 5164 | 5322 | 5402 | 5640 | 5893 | 6136 | 6381 | 6635 | 7018 | 7300 |
| RC-014-17 | Regular Formula Rate | 4928 | 5087 | 5246 | 5322 | 5567 | 5823 | 6069 | 6316 | 6572 | 6963 | 7243 |
| | Alternative Formula Rate | 5137 | 5303 | 5470 | 5553 | 5818 | 6085 | 6341 | 6598 | 6868 | 7277 | 7571 |
| | Maximum Security Rate | 5229 | 5398 | 5567 | 5652 | 5921 | 6189 | 6445 | 6700 | 6968 | 7382 | 7675 |
| RC-014-18 | Regular Formula Rate | 5181 | 5350 | 5517 | 5601 | 5870 | 6141 | 6425 | 6684 | 6953 | 7367 | 7664 |
| | Alternative Formula Rate | 5408 | 5583 | 5757 | 5851 | 6138 | 6424 | 6714 | 6989 | 7268 | 7703 | 8011 |
| | Maximum Security Rate | 5495 | 5673 | 5853 | 5947 | 6236 | 6522 | 6817 | 7090 | 7372 | 7799 | 8114 |
| RC-014-19 | Regular Formula Rate | 5456 | 5633 | 5808 | 5901 | 6203 | 6495 | 6794 | 7084 | 7379 | 7828 | 8140 |
| | Alternative Formula Rate | 5698 | 5884 | 6067 | 6168 | 6485 | 6783 | 7108 | 7402 | 7714 | 8179 | 8507 |
| | Maximum Security Rate | 5793 | 5978 | 6168 | 6274 | 6588 | 6889 | 7207 | 7506 | 7817 | 8280 | 8611 |
| RC-014-20 | Regular Formula Rate | 5757 | 5946 | 6133 | 6235 | 6550 | 6853 | 7181 | 7494 | 7804 | 8278 | 8610 |
| | Alternative Formula Rate | 6014 | 6209 | 6404 | 6517 | 6844 | 7168 | 7508 | 7830 | 8156 | 8654 | 9001 |
| | Maximum Security Rate | 6108 | 6308 | 6506 | 6620 | 6946 | 7268 | 7607 | 7931 | 8257 | 8752 | 9102 |

RATES OF PAY - RC-014
EFFECTIVE JANUARY 1, 2024

2.50%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-014-01 | Regular Formula Rate | 2973 | 3068 | 3166 | 3175 | 3247 | 3322 | 3409 | 3484 | 3567 | 3699 | 3844 |
| | Alternative Formula Rate | 3082 | 3181 | 3281 | 3295 | 3375 | 3449 | 3539 | 3625 | 3707 | 3844 | 4000 |
| | Maximum Security Rate | 3167 | 3268 | 3368 | 3389 | 3457 | 3533 | 3627 | 3712 | 3793 | 3932 | 4089 |
| RC-014-02 | Regular Formula Rate | 3092 | 3194 | 3294 | 3306 | 3378 | 3457 | 3547 | 3625 | 3712 | 3849 | 4001 |
| | Alternative Formula Rate | 3206 | 3311 | 3414 | 3430 | 3513 | 3591 | 3683 | 3773 | 3859 | 4001 | 4162 |
| | Maximum Security Rate | 3295 | 3401 | 3507 | 3526 | 3598 | 3677 | 3776 | 3863 | 3947 | 4092 | 4256 |
| RC-014-02h | Regular Formula Rate | 19.03 | 19.66 | 20.27 | 20.34 | 20.79 | 21.27 | 21.83 | 22.31 | 22.84 | 23.69 | 24.62 |
| RC-014-03 | Regular Formula Rate | 3162 | 3262 | 3364 | 3378 | 3457 | 3548 | 3632 | 3721 | 3809 | 3966 | 4124 |
| | Alternative Formula Rate | 3282 | 3387 | 3493 | 3513 | 3591 | 3684 | 3778 | 3867 | 3957 | 4124 | 4291 |
| | Maximum Security Rate | 3362 | 3470 | 3577 | 3598 | 3677 | 3778 | 3868 | 3954 | 4045 | 4212 | 4379 |
| RC-014-03rb | Regular Formula Rate | 145 | 150 | 155 | 155 | 159 | 163 | 167 | 171 | 175 | 182 | 190 |
| RC-014-03.5 | Regular Formula Rate | 3233 | 3334 | 3440 | 3457 | 3541 | 3632 | 3723 | 3809 | 3905 | 4070 | 4230 |
| | Alternative Formula Rate | 3355 | 3461 | 3568 | 3591 | 3679 | 3778 | 3869 | 3957 | 4056 | 4228 | 4399 |
| | Maximum Security Rate | 3433 | 3543 | 3652 | 3677 | 3773 | 3868 | 3961 | 4045 | 4146 | 4320 | 4494 |
| RC-014-04 | Regular Formula Rate | 3233 | 3334 | 3440 | 3457 | 3548 | 3645 | 3726 | 3827 | 3914 | 4080 | 4246 |
| | Alternative Formula Rate | 3355 | 3461 | 3568 | 3591 | 3684 | 3784 | 3871 | 3979 | 4070 | 4241 | 4412 |
| | Maximum Security Rate | 3433 | 3543 | 3652 | 3677 | 3778 | 3872 | 3965 | 4072 | 4157 | 4329 | 4507 |
| RC-014-04.5 | Regular Formula Rate | 3310 | 3416 | 3522 | 3541 | 3632 | 3724 | 3820 | 3920 | 4012 | 4181 | 4347 |
| | Alternative Formula Rate | 3434 | 3545 | 3654 | 3679 | 3778 | 3870 | 3973 | 4075 | 4172 | 4348 | 4522 |
| | Maximum Security Rate | 3520 | 3635 | 3748 | 3773 | 3868 | 3964 | 4058 | 4162 | 4263 | 4441 | 4617 |
| RC-014-05 | Regular Formula Rate | 3315 | 3421 | 3528 | 3548 | 3650 | 3739 | 3840 | 3932 | 4030 | 4196 | 4364 |
| | Alternative Formula Rate | 3440 | 3551 | 3661 | 3684 | 3788 | 3889 | 3989 | 4087 | 4190 | 4364 | 4537 |
| | Maximum Security Rate | 3524 | 3637 | 3752 | 3778 | 3875 | 3979 | 4081 | 4181 | 4280 | 4454 | 4631 |
| RC-014-05.5 | Regular Formula Rate | 3391 | 3499 | 3609 | 3632 | 3726 | 3835 | 3930 | 4030 | 4135 | 4305 | 4472 |
| | Alternative Formula Rate | 3524 | 3637 | 3752 | 3778 | 3871 | 3986 | 4086 | 4190 | 4305 | 4475 | 4654 |
| | Maximum Security Rate | 3607 | 3723 | 3840 | 3868 | 3965 | 4077 | 4180 | 4280 | 4392 | 4567 | 4748 |
| RC-014-06 | Regular Formula Rate | 3407 | 3517 | 3626 | 3650 | 3741 | 3844 | 3952 | 4051 | 4164 | 4342 | 4514 |
| | Alternative Formula Rate | 3535 | 3646 | 3761 | 3788 | 3890 | 3996 | 4110 | 4216 | 4327 | 4514 | 4695 |
| | Maximum Security Rate | 3614 | 3730 | 3846 | 3875 | 3981 | 4084 | 4203 | 4309 | 4423 | 4607 | 4794 |
| RC-014-07 | Regular Formula Rate | 3493 | 3606 | 3719 | 3741 | 3849 | 3964 | 4074 | 4183 | 4302 | 4497 | 4675 |
| | Alternative Formula Rate | 3625 | 3741 | 3860 | 3890 | 4001 | 4122 | 4234 | 4351 | 4472 | 4683 | 4870 |
| | Maximum Security Rate | 3708 | 3827 | 3947 | 3981 | 4092 | 4208 | 4323 | 4443 | 4560 | 4774 | 4964 |
| RC-014-07rb | Regular Formula Rate | 161 | 166 | 171 | 172 | 177 | 182 | 187 | 192 | 198 | 207 | 215 |
| RC-014-08 | Regular Formula Rate | 3590 | 3704 | 3819 | 3849 | 3972 | 4087 | 4216 | 4329 | 4455 | 4665 | 4852 |
| | Alternative Formula Rate | 3729 | 3849 | 3968 | 4001 | 4133 | 4249 | 4387 | 4505 | 4640 | 4859 | 5054 |
| | Maximum Security Rate | 3810 | 3933 | 4055 | 4092 | 4217 | 4342 | 4480 | 4602 | 4733 | 4951 | 5151 |
| RC-014-09 | Regular Formula Rate | 3700 | 3818 | 3938 | 3972 | 4094 | 4225 | 4355 | 4495 | 4629 | 4848 | 5041 |
| | Alternative Formula Rate | 3848 | 3971 | 4095 | 4133 | 4260 | 4396 | 4532 | 4680 | 4820 | 5048 | 5253 |
| | Maximum Security Rate | 3925 | 4050 | 4178 | 4217 | 4347 | 4486 | 4626 | 4773 | 4914 | 5146 | 5354 |
| RC-014-10 | Regular Formula Rate | 3815 | 3938 | 4061 | 4098 | 4248 | 4374 | 4519 | 4662 | 4804 | 5049 | 5254 |
| | Alternative Formula Rate | 3966 | 4095 | 4221 | 4264 | 4421 | 4552 | 4708 | 4854 | 5008 | 5274 | 5484 |
| | Maximum Security Rate | 4047 | 4178 | 4308 | 4351 | 4508 | 4644 | 4799 | 4947 | 5109 | 5372 | 5586 |
| RC-014-10rb | Regular Formula Rate | 175 | 181 | 187 | 188 | 195 | 201 | 208 | 214 | 221 | 232 | 242 |

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|-------------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| RC-014-10.5 | Regular Formula Rate | 3927 | 4052 | 4180 | 4219 | 4355 | 4505 | 4641 | 4803 | 4945 | 5197 | 5407 |
| | Alternative Formula Rate | 4085 | 4216 | 4348 | 4393 | 4532 | 4691 | 4836 | 5005 | 5155 | 5420 | 5641 |
| | Maximum Security Rate | 4167 | 4300 | 4434 | 4483 | 4626 | 4787 | 4928 | 5108 | 5255 | 5525 | 5749 |
| RC-014-11 | Regular Formula Rate | 3954 | 4083 | 4208 | 4249 | 4394 | 4537 | 4701 | 4854 | 5006 | 5272 | 5482 |
| | Alternative Formula Rate | 4110 | 4242 | 4374 | 4423 | 4580 | 4727 | 4897 | 5061 | 5220 | 5502 | 5722 |
| | Maximum Security Rate | 4188 | 4323 | 4459 | 4510 | 4667 | 4819 | 4991 | 5156 | 5320 | 5601 | 5825 |
| RC-014-12 | Regular Formula Rate | 4110 | 4242 | 4374 | 4423 | 4584 | 4733 | 4911 | 5072 | 5257 | 5541 | 5761 |
| | Alternative Formula Rate | 4273 | 4414 | 4550 | 4603 | 4772 | 4930 | 5119 | 5296 | 5486 | 5784 | 6017 |
| | Maximum Security Rate | 4355 | 4496 | 4638 | 4692 | 4863 | 5023 | 5218 | 5395 | 5588 | 5889 | 6125 |
| RC-014-12.5 | Regular Formula Rate | 4205 | 4342 | 4478 | 4525 | 4693 | 4856 | 5042 | 5215 | 5385 | 5679 | 5907 |
| | Alternative Formula Rate | 4375 | 4518 | 4660 | 4714 | 4888 | 5065 | 5257 | 5444 | 5621 | 5940 | 6172 |
| | Maximum Security Rate | 4459 | 4603 | 4748 | 4804 | 4986 | 5159 | 5361 | 5546 | 5722 | 6040 | 6280 |
| RC-014-13 | Regular Formula Rate | 4262 | 4399 | 4537 | 4588 | 4756 | 4936 | 5121 | 5307 | 5507 | 5814 | 6043 |
| | Alternative Formula Rate | 4433 | 4578 | 4721 | 4777 | 4951 | 5149 | 5349 | 5545 | 5749 | 6075 | 6319 |
| | Maximum Security Rate | 4516 | 4663 | 4808 | 4869 | 5047 | 5248 | 5452 | 5644 | 5853 | 6181 | 6428 |
| RC-014-14 | Regular Formula Rate | 4439 | 4583 | 4725 | 4785 | 4964 | 5159 | 5385 | 5580 | 5791 | 6132 | 6377 |
| | Alternative Formula Rate | 4627 | 4774 | 4925 | 4988 | 5174 | 5389 | 5621 | 5832 | 6056 | 6406 | 6660 |
| | Maximum Security Rate | 4708 | 4861 | 5012 | 5080 | 5278 | 5484 | 5722 | 5938 | 6158 | 6509 | 6766 |
| RC-014-15 | Regular Formula Rate | 4611 | 4762 | 4911 | 4975 | 5194 | 5408 | 5618 | 5845 | 6066 | 6432 | 6685 |
| | Alternative Formula Rate | 4809 | 4965 | 5122 | 5191 | 5417 | 5644 | 5870 | 6113 | 6339 | 6715 | 6988 |
| | Maximum Security Rate | 4896 | 5055 | 5214 | 5284 | 5519 | 5742 | 5974 | 6217 | 6442 | 6822 | 7094 |
| RC-014-16 | Regular Formula Rate | 4824 | 4980 | 5136 | 5207 | 5438 | 5679 | 5914 | 6161 | 6407 | 6787 | 7059 |
| | Alternative Formula Rate | 5030 | 5194 | 5358 | 5431 | 5679 | 5940 | 6185 | 6441 | 6697 | 7095 | 7382 |
| | Maximum Security Rate | 5126 | 5293 | 5455 | 5537 | 5781 | 6040 | 6289 | 6541 | 6801 | 7193 | 7483 |
| RC-014-17 | Regular Formula Rate | 5051 | 5214 | 5377 | 5455 | 5706 | 5969 | 6221 | 6474 | 6736 | 7137 | 7424 |
| | Alternative Formula Rate | 5265 | 5436 | 5607 | 5692 | 5963 | 6237 | 6500 | 6763 | 7040 | 7459 | 7760 |
| | Maximum Security Rate | 5360 | 5533 | 5706 | 5793 | 6069 | 6344 | 6606 | 6868 | 7142 | 7567 | 7867 |
| RC-014-18 | Regular Formula Rate | 5311 | 5484 | 5655 | 5741 | 6017 | 6295 | 6586 | 6851 | 7127 | 7551 | 7856 |
| | Alternative Formula Rate | 5543 | 5723 | 5901 | 5997 | 6291 | 6585 | 6882 | 7164 | 7450 | 7896 | 8211 |
| | Maximum Security Rate | 5632 | 5815 | 5999 | 6096 | 6392 | 6685 | 6987 | 7267 | 7556 | 7994 | 8317 |
| RC-014-19 | Regular Formula Rate | 5592 | 5774 | 5953 | 6049 | 6358 | 6657 | 6964 | 7261 | 7563 | 8024 | 8344 |
| | Alternative Formula Rate | 5840 | 6031 | 6219 | 6322 | 6647 | 6953 | 7286 | 7587 | 7907 | 8383 | 8720 |
| | Maximum Security Rate | 5938 | 6127 | 6322 | 6431 | 6753 | 7061 | 7387 | 7694 | 8012 | 8487 | 8826 |
| RC-014-20 | Regular Formula Rate | 5901 | 6095 | 6286 | 6391 | 6714 | 7024 | 7361 | 7681 | 7999 | 8485 | 8825 |
| | Alternative Formula Rate | 6164 | 6364 | 6564 | 6680 | 7015 | 7347 | 7696 | 8026 | 8360 | 8870 | 9226 |
| | Maximum Security Rate | 6261 | 6466 | 6669 | 6786 | 7120 | 7450 | 7797 | 8129 | 8463 | 8971 | 9330 |

RATES OF PAY - RC-014
EFFECTIVE JULY 1, 2024

| 4.00% & Elimination of Step 1c | | | STEPS | | | | | | | | | |
|--------------------------------|--------------------------|--|-------|------|------|------|------|------|------|------|------|------|
| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| RC-014-01 | Regular Formula Rate | | 3191 | 3293 | 3302 | 3377 | 3455 | 3545 | 3623 | 3710 | 3847 | 3998 |
| | Alternative Formula Rate | | 3308 | 3412 | 3427 | 3510 | 3587 | 3681 | 3770 | 3855 | 3998 | 4160 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Maximum Security Rate | | 3399 | 3503 | 3525 | 3595 | 3674 | 3772 | 3860 | 3945 | 4089 | 4253 |
| RC-014-02 | Regular Formula Rate | | 3322 | 3426 | 3438 | 3513 | 3595 | 3689 | 3770 | 3860 | 4003 | 4161 |
| | Alternative Formula Rate | | 3443 | 3551 | 3567 | 3654 | 3735 | 3830 | 3924 | 4013 | 4161 | 4328 |
| | Maximum Security Rate | | 3537 | 3647 | 3667 | 3742 | 3824 | 3927 | 4018 | 4105 | 4256 | 4426 |
| RC-014-02h | Regular Formula Rate | | 20.44 | 21.08 | 21.16 | 21.62 | 22.12 | 22.70 | 23.20 | 23.75 | 24.63 | 25.61 |
| RC-014-03 | Regular Formula Rate | | 3392 | 3499 | 3513 | 3595 | 3690 | 3777 | 3870 | 3961 | 4125 | 4289 |
| | Alternative Formula Rate | | 3522 | 3633 | 3654 | 3735 | 3831 | 3929 | 4022 | 4115 | 4289 | 4463 |
| | Maximum Security Rate | | 3609 | 3720 | 3742 | 3824 | 3929 | 4023 | 4112 | 4207 | 4380 | 4554 |
| RC-014-03rb | Regular Formula Rate | | 156 | 161 | 162 | 165 | 170 | 174 | 178 | 182 | 190 | 197 |
| RC-014-03.5 | Regular Formula Rate | | 3467 | 3578 | 3595 | 3683 | 3777 | 3872 | 3961 | 4061 | 4233 | 4399 |
| | Alternative Formula Rate | | 3599 | 3711 | 3735 | 3826 | 3929 | 4024 | 4115 | 4218 | 4397 | 4575 |
| | Maximum Security Rate | | 3685 | 3798 | 3824 | 3924 | 4023 | 4119 | 4207 | 4312 | 4493 | 4674 |
| RC-014-04 | Regular Formula Rate | | 3467 | 3578 | 3595 | 3690 | 3791 | 3875 | 3980 | 4071 | 4243 | 4416 |
| | Alternative Formula Rate | | 3599 | 3711 | 3735 | 3831 | 3935 | 4026 | 4138 | 4233 | 4411 | 4588 |
| | Maximum Security Rate | | 3685 | 3798 | 3824 | 3929 | 4027 | 4124 | 4235 | 4323 | 4502 | 4687 |
| RC-014-04.5 | Regular Formula Rate | | 3553 | 3663 | 3683 | 3777 | 3873 | 3973 | 4077 | 4172 | 4348 | 4521 |
| | Alternative Formula Rate | | 3687 | 3800 | 3826 | 3929 | 4025 | 4132 | 4238 | 4339 | 4522 | 4703 |
| | Maximum Security Rate | | 3780 | 3898 | 3924 | 4023 | 4123 | 4220 | 4328 | 4434 | 4619 | 4802 |
| RC-014-05 | Regular Formula Rate | | 3558 | 3669 | 3690 | 3796 | 3889 | 3994 | 4089 | 4191 | 4364 | 4539 |
| | Alternative Formula Rate | | 3693 | 3807 | 3831 | 3940 | 4045 | 4149 | 4250 | 4358 | 4539 | 4718 |
| | Maximum Security Rate | | 3782 | 3902 | 3929 | 4030 | 4138 | 4244 | 4348 | 4451 | 4632 | 4816 |
| RC-014-05.5 | Regular Formula Rate | | 3639 | 3753 | 3777 | 3875 | 3988 | 4087 | 4191 | 4300 | 4477 | 4651 |
| | Alternative Formula Rate | | 3782 | 3902 | 3929 | 4026 | 4145 | 4249 | 4358 | 4477 | 4654 | 4840 |
| | Maximum Security Rate | | 3872 | 3994 | 4023 | 4124 | 4240 | 4347 | 4451 | 4568 | 4750 | 4938 |
| RC-014-06 | Regular Formula Rate | | 3658 | 3771 | 3796 | 3891 | 3998 | 4110 | 4213 | 4331 | 4516 | 4695 |
| | Alternative Formula Rate | | 3792 | 3911 | 3940 | 4046 | 4156 | 4274 | 4385 | 4500 | 4695 | 4883 |
| | Maximum Security Rate | | 3879 | 4000 | 4030 | 4140 | 4247 | 4371 | 4481 | 4600 | 4791 | 4986 |
| RC-014-07 | Regular Formula Rate | | 3750 | 3868 | 3891 | 4003 | 4123 | 4237 | 4350 | 4474 | 4677 | 4862 |
| | Alternative Formula Rate | | 3891 | 4014 | 4046 | 4161 | 4287 | 4403 | 4525 | 4651 | 4870 | 5065 |
| | Maximum Security Rate | | 3980 | 4105 | 4140 | 4256 | 4376 | 4496 | 4621 | 4742 | 4965 | 5163 |
| RC-014-07rb | Regular Formula Rate | | 172 | 178 | 179 | 184 | 190 | 195 | 200 | 206 | 215 | 224 |
| RC-014-08 | Regular Formula Rate | | 3852 | 3972 | 4003 | 4131 | 4250 | 4385 | 4502 | 4633 | 4852 | 5046 |
| | Alternative Formula Rate | | 4003 | 4127 | 4161 | 4298 | 4419 | 4562 | 4685 | 4826 | 5053 | 5256 |
| | Maximum Security Rate | | 4090 | 4217 | 4256 | 4386 | 4516 | 4659 | 4786 | 4922 | 5149 | 5357 |
| RC-014-09 | Regular Formula Rate | | 3971 | 4096 | 4131 | 4258 | 4394 | 4529 | 4675 | 4814 | 5042 | 5243 |
| | Alternative Formula Rate | | 4130 | 4259 | 4298 | 4430 | 4572 | 4713 | 4867 | 5013 | 5250 | 5463 |
| | Maximum Security Rate | | 4212 | 4345 | 4386 | 4521 | 4665 | 4811 | 4964 | 5111 | 5352 | 5568 |
| RC-014-10 | Regular Formula Rate | | 4096 | 4223 | 4262 | 4418 | 4549 | 4700 | 4848 | 4996 | 5251 | 5464 |
| | Alternative Formula Rate | | 4259 | 4390 | 4435 | 4598 | 4734 | 4896 | 5048 | 5208 | 5485 | 5703 |
| | Maximum Security Rate | | 4345 | 4480 | 4525 | 4688 | 4830 | 4991 | 5145 | 5313 | 5587 | 5809 |
| RC-014-10rb | Regular Formula Rate | | 188 | 194 | 196 | 203 | 209 | 216 | 223 | 230 | 241 | 251 |
| RC-014-10.5 | Regular Formula Rate | | 4214 | 4347 | 4388 | 4529 | 4685 | 4827 | 4995 | 5143 | 5405 | 5623 |
| | Alternative Formula Rate | | 4385 | 4522 | 4569 | 4713 | 4879 | 5029 | 5205 | 5361 | 5637 | 5867 |
| | Maximum Security Rate | | 4472 | 4611 | 4662 | 4811 | 4978 | 5125 | 5312 | 5465 | 5746 | 5979 |
| RC-014-11 | Regular Formula Rate | | 4246 | 4376 | 4419 | 4570 | 4718 | 4889 | 5048 | 5206 | 5483 | 5701 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|------|------|------|------|------|------|------|------|------|------|
| | Alternative Formula Rate | | 4412 | 4549 | 4600 | 4763 | 4916 | 5093 | 5263 | 5429 | 5722 | 5951 |
| | Maximum Security Rate | | 4496 | 4637 | 4690 | 4854 | 5012 | 5191 | 5362 | 5533 | 5825 | 6058 |
| RC-014-12 | Regular Formula Rate | | 4412 | 4549 | 4600 | 4767 | 4922 | 5107 | 5275 | 5467 | 5763 | 5991 |
| | Alternative Formula Rate | | 4591 | 4732 | 4787 | 4963 | 5127 | 5324 | 5508 | 5705 | 6015 | 6258 |
| | Maximum Security Rate | | 4676 | 4824 | 4880 | 5058 | 5224 | 5427 | 5611 | 5812 | 6125 | 6370 |
| RC-014-12.5 | Regular Formula Rate | | 4516 | 4657 | 4706 | 4881 | 5050 | 5244 | 5424 | 5600 | 5906 | 6143 |
| | Alternative Formula Rate | | 4699 | 4846 | 4903 | 5084 | 5268 | 5467 | 5662 | 5846 | 6178 | 6419 |
| | Maximum Security Rate | | 4787 | 4938 | 4996 | 5185 | 5365 | 5575 | 5768 | 5951 | 6282 | 6531 |
| RC-014-13 | Regular Formula Rate | | 4575 | 4718 | 4772 | 4946 | 5133 | 5326 | 5519 | 5727 | 6047 | 6285 |
| | Alternative Formula Rate | | 4761 | 4910 | 4968 | 5149 | 5355 | 5563 | 5767 | 5979 | 6318 | 6572 |
| | Maximum Security Rate | | 4850 | 5000 | 5064 | 5249 | 5458 | 5670 | 5870 | 6087 | 6428 | 6685 |
| RC-014-14 | Regular Formula Rate | | 4766 | 4914 | 4976 | 5163 | 5365 | 5600 | 5803 | 6023 | 6377 | 6632 |
| | Alternative Formula Rate | | 4965 | 5122 | 5188 | 5381 | 5605 | 5846 | 6065 | 6298 | 6662 | 6926 |
| | Maximum Security Rate | | 5055 | 5212 | 5283 | 5489 | 5703 | 5951 | 6176 | 6404 | 6769 | 7037 |
| RC-014-15 | Regular Formula Rate | | 4952 | 5107 | 5174 | 5402 | 5624 | 5843 | 6079 | 6309 | 6689 | 6952 |
| | Alternative Formula Rate | | 5164 | 5327 | 5399 | 5634 | 5870 | 6105 | 6358 | 6593 | 6984 | 7268 |
| | Maximum Security Rate | | 5257 | 5423 | 5495 | 5740 | 5972 | 6213 | 6466 | 6700 | 7095 | 7378 |
| RC-014-16 | Regular Formula Rate | | 5179 | 5341 | 5415 | 5656 | 5906 | 6151 | 6407 | 6663 | 7058 | 7341 |
| | Alternative Formula Rate | | 5402 | 5572 | 5648 | 5906 | 6178 | 6432 | 6699 | 6965 | 7379 | 7677 |
| | Maximum Security Rate | | 5505 | 5673 | 5758 | 6012 | 6282 | 6541 | 6803 | 7073 | 7481 | 7782 |
| RC-014-17 | Regular Formula Rate | | 5423 | 5592 | 5673 | 5934 | 6208 | 6470 | 6733 | 7005 | 7422 | 7721 |
| | Alternative Formula Rate | | 5653 | 5831 | 5920 | 6202 | 6486 | 6760 | 7034 | 7322 | 7757 | 8070 |
| | Maximum Security Rate | | 5754 | 5934 | 6025 | 6312 | 6598 | 6870 | 7143 | 7428 | 7870 | 8182 |
| RC-014-18 | Regular Formula Rate | | 5703 | 5881 | 5971 | 6258 | 6547 | 6849 | 7125 | 7412 | 7853 | 8170 |
| | Alternative Formula Rate | | 5952 | 6137 | 6237 | 6543 | 6848 | 7157 | 7451 | 7748 | 8212 | 8539 |
| | Maximum Security Rate | | 6048 | 6239 | 6340 | 6648 | 6952 | 7266 | 7558 | 7858 | 8314 | 8650 |
| RC-014-19 | Regular Formula Rate | | 6005 | 6191 | 6291 | 6612 | 6923 | 7243 | 7551 | 7866 | 8345 | 8678 |
| | Alternative Formula Rate | | 6272 | 6468 | 6575 | 6913 | 7231 | 7577 | 7890 | 8223 | 8718 | 9069 |
| | Maximum Security Rate | | 6372 | 6575 | 6688 | 7023 | 7343 | 7682 | 8002 | 8332 | 8826 | 9179 |
| RC-014-20 | Regular Formula Rate | | 6339 | 6537 | 6647 | 6983 | 7305 | 7655 | 7988 | 8319 | 8824 | 9178 |
| | Alternative Formula Rate | | 6619 | 6827 | 6947 | 7296 | 7641 | 8004 | 8347 | 8694 | 9225 | 9595 |
| | Maximum Security Rate | | 6725 | 6936 | 7057 | 7405 | 7748 | 8109 | 8454 | 8802 | 9330 | 9703 |

RATES OF PAY - RC-014
EFFECTIVE JULY 1, 2025

| 3.95% | | STEPS | | | | | | | | | | |
|-----------|--------------------------|-------|------|------|------|------|------|------|------|------|------|--|
| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| RC-014-01 | Regular Formula Rate | 3317 | 3423 | 3432 | 3510 | 3591 | 3685 | 3766 | 3857 | 3999 | 4156 | |
| | Alternative Formula Rate | 3439 | 3547 | 3562 | 3649 | 3729 | 3826 | 3919 | 4007 | 4156 | 4324 | |
| | Maximum Security Rate | 3533 | 3641 | 3664 | 3737 | 3819 | 3921 | 4012 | 4101 | 4251 | 4421 | |
| RC-014-02 | Regular Formula Rate | 3453 | 3561 | 3574 | 3652 | 3737 | 3835 | 3919 | 4012 | 4161 | 4325 | |
| | Alternative Formula Rate | 3579 | 3691 | 3708 | 3798 | 3883 | 3981 | 4079 | 4172 | 4325 | 4499 | |
| | Maximum Security Rate | 3677 | 3791 | 3812 | 3890 | 3975 | 4082 | 4177 | 4267 | 4424 | 4601 | |

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|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-014-02h | Regular Formula Rate | | 21.25 | 21.91 | 21.99 | 22.47 | 23.00 | 23.60 | 24.12 | 24.69 | 25.61 | 26.62 |
| RC-014-03 | Regular Formula Rate | | 3526 | 3637 | 3652 | 3737 | 3836 | 3926 | 4023 | 4117 | 4288 | 4458 |
| | Alternative Formula Rate | | 3661 | 3777 | 3798 | 3883 | 3982 | 4084 | 4181 | 4278 | 4458 | 4639 |
| | Maximum Security Rate | | 3752 | 3867 | 3890 | 3975 | 4084 | 4182 | 4274 | 4373 | 4553 | 4734 |
| RC-014-03rb | Regular Formula Rate | | 162 | 167 | 168 | 172 | 176 | 181 | 185 | 189 | 197 | 205 |
| RC-014-03.5 | Regular Formula Rate | | 3604 | 3719 | 3737 | 3828 | 3926 | 4025 | 4117 | 4221 | 4400 | 4573 |
| | Alternative Formula Rate | | 3741 | 3858 | 3883 | 3977 | 4084 | 4183 | 4278 | 4385 | 4571 | 4756 |
| | Maximum Security Rate | | 3831 | 3948 | 3975 | 4079 | 4182 | 4282 | 4373 | 4482 | 4670 | 4859 |
| RC-014-04 | Regular Formula Rate | | 3604 | 3719 | 3737 | 3836 | 3941 | 4028 | 4137 | 4232 | 4411 | 4590 |
| | Alternative Formula Rate | | 3741 | 3858 | 3883 | 3982 | 4090 | 4185 | 4301 | 4400 | 4585 | 4769 |
| | Maximum Security Rate | | 3831 | 3948 | 3975 | 4084 | 4186 | 4287 | 4402 | 4494 | 4680 | 4872 |
| RC-014-04.5 | Regular Formula Rate | | 3693 | 3808 | 3828 | 3926 | 4026 | 4130 | 4238 | 4337 | 4520 | 4700 |
| | Alternative Formula Rate | | 3833 | 3950 | 3977 | 4084 | 4184 | 4295 | 4405 | 4510 | 4701 | 4889 |
| | Maximum Security Rate | | 3929 | 4052 | 4079 | 4182 | 4286 | 4387 | 4499 | 4609 | 4801 | 4992 |
| RC-014-05 | Regular Formula Rate | | 3699 | 3814 | 3836 | 3946 | 4043 | 4152 | 4251 | 4357 | 4536 | 4718 |
| | Alternative Formula Rate | | 3839 | 3957 | 3982 | 4096 | 4205 | 4313 | 4418 | 4530 | 4718 | 4904 |
| | Maximum Security Rate | | 3931 | 4056 | 4084 | 4189 | 4301 | 4412 | 4520 | 4627 | 4815 | 5006 |
| RC-014-05.5 | Regular Formula Rate | | 3783 | 3901 | 3926 | 4028 | 4146 | 4248 | 4357 | 4470 | 4654 | 4835 |
| | Alternative Formula Rate | | 3931 | 4056 | 4084 | 4185 | 4309 | 4417 | 4530 | 4654 | 4838 | 5031 |
| | Maximum Security Rate | | 4025 | 4152 | 4182 | 4287 | 4407 | 4519 | 4627 | 4748 | 4938 | 5133 |
| RC-014-06 | Regular Formula Rate | | 3802 | 3920 | 3946 | 4045 | 4156 | 4272 | 4379 | 4502 | 4694 | 4880 |
| | Alternative Formula Rate | | 3942 | 4065 | 4096 | 4206 | 4320 | 4443 | 4558 | 4678 | 4880 | 5076 |
| | Maximum Security Rate | | 4032 | 4158 | 4189 | 4304 | 4415 | 4544 | 4658 | 4782 | 4980 | 5183 |
| RC-014-07 | Regular Formula Rate | | 3898 | 4021 | 4045 | 4161 | 4286 | 4404 | 4522 | 4651 | 4862 | 5054 |
| | Alternative Formula Rate | | 4045 | 4173 | 4206 | 4325 | 4456 | 4577 | 4704 | 4835 | 5062 | 5265 |
| | Maximum Security Rate | | 4137 | 4267 | 4304 | 4424 | 4549 | 4674 | 4804 | 4929 | 5161 | 5367 |
| RC-014-07rb | Regular Formula Rate | | 179 | 185 | 186 | 191 | 197 | 202 | 208 | 214 | 224 | 232 |
| RC-014-08 | Regular Formula Rate | | 4004 | 4129 | 4161 | 4294 | 4418 | 4558 | 4680 | 4816 | 5044 | 5245 |
| | Alternative Formula Rate | | 4161 | 4290 | 4325 | 4468 | 4594 | 4742 | 4870 | 5017 | 5253 | 5464 |
| | Maximum Security Rate | | 4252 | 4384 | 4424 | 4559 | 4694 | 4843 | 4975 | 5116 | 5352 | 5569 |
| RC-014-09 | Regular Formula Rate | | 4128 | 4258 | 4294 | 4426 | 4568 | 4708 | 4860 | 5004 | 5241 | 5450 |
| | Alternative Formula Rate | | 4293 | 4427 | 4468 | 4605 | 4753 | 4899 | 5059 | 5211 | 5457 | 5679 |
| | Maximum Security Rate | | 4378 | 4517 | 4559 | 4700 | 4849 | 5001 | 5160 | 5313 | 5563 | 5788 |
| RC-014-10 | Regular Formula Rate | | 4258 | 4390 | 4430 | 4593 | 4729 | 4886 | 5039 | 5193 | 5458 | 5680 |
| | Alternative Formula Rate | | 4427 | 4563 | 4610 | 4780 | 4921 | 5089 | 5247 | 5414 | 5702 | 5928 |
| | Maximum Security Rate | | 4517 | 4657 | 4704 | 4873 | 5021 | 5188 | 5348 | 5523 | 5808 | 6038 |
| RC-014-10rb | Regular Formula Rate | | 196 | 202 | 204 | 211 | 217 | 225 | 232 | 239 | 251 | 261 |
| RC-014-10.5 | Regular Formula Rate | | 4380 | 4519 | 4561 | 4708 | 4870 | 5018 | 5192 | 5346 | 5618 | 5845 |
| | Alternative Formula Rate | | 4558 | 4701 | 4749 | 4899 | 5072 | 5228 | 5411 | 5573 | 5860 | 6099 |
| | Maximum Security Rate | | 4649 | 4793 | 4846 | 5001 | 5175 | 5327 | 5522 | 5681 | 5973 | 6215 |
| RC-014-11 | Regular Formula Rate | | 4414 | 4549 | 4594 | 4751 | 4904 | 5082 | 5247 | 5412 | 5700 | 5926 |
| | Alternative Formula Rate | | 4586 | 4729 | 4782 | 4951 | 5110 | 5294 | 5471 | 5643 | 5948 | 6186 |
| | Maximum Security Rate | | 4674 | 4820 | 4875 | 5046 | 5210 | 5396 | 5574 | 5752 | 6055 | 6297 |
| RC-014-12 | Regular Formula Rate | | 4586 | 4729 | 4782 | 4955 | 5116 | 5309 | 5483 | 5683 | 5991 | 6228 |
| | Alternative Formula Rate | | 4772 | 4919 | 4976 | 5159 | 5330 | 5534 | 5726 | 5930 | 6253 | 6505 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|------|------|------|------|------|------|------|------|------|-------|
| | Maximum Security Rate | | 4861 | 5015 | 5073 | 5258 | 5430 | 5641 | 5833 | 6042 | 6367 | 6622 |
| RC-014-12.5 | Regular Formula Rate | | 4694 | 4841 | 4892 | 5074 | 5249 | 5451 | 5638 | 5821 | 6139 | 6386 |
| | Alternative Formula Rate | | 4885 | 5037 | 5097 | 5285 | 5476 | 5683 | 5886 | 6077 | 6422 | 6673 |
| | Maximum Security Rate | | 4976 | 5133 | 5193 | 5390 | 5577 | 5795 | 5996 | 6186 | 6530 | 6789 |
| RC-014-13 | Regular Formula Rate | | 4756 | 4904 | 4960 | 5141 | 5336 | 5536 | 5737 | 5953 | 6286 | 6533 |
| | Alternative Formula Rate | | 4949 | 5104 | 5164 | 5352 | 5567 | 5783 | 5995 | 6215 | 6568 | 6832 |
| | Maximum Security Rate | | 5042 | 5198 | 5264 | 5456 | 5674 | 5894 | 6102 | 6327 | 6682 | 6949 |
| RC-014-14 | Regular Formula Rate | | 4954 | 5108 | 5173 | 5367 | 5577 | 5821 | 6032 | 6261 | 6629 | 6894 |
| | Alternative Formula Rate | | 5161 | 5324 | 5393 | 5594 | 5826 | 6077 | 6305 | 6547 | 6925 | 7200 |
| | Maximum Security Rate | | 5255 | 5418 | 5492 | 5706 | 5928 | 6186 | 6420 | 6657 | 7036 | 7315 |
| RC-014-15 | Regular Formula Rate | | 5148 | 5309 | 5378 | 5615 | 5846 | 6074 | 6319 | 6558 | 6953 | 7227 |
| | Alternative Formula Rate | | 5368 | 5537 | 5612 | 5857 | 6102 | 6346 | 6609 | 6853 | 7260 | 7555 |
| | Maximum Security Rate | | 5465 | 5637 | 5712 | 5967 | 6208 | 6458 | 6721 | 6965 | 7375 | 7669 |
| RC-014-16 | Regular Formula Rate | | 5384 | 5552 | 5629 | 5879 | 6139 | 6394 | 6660 | 6926 | 7337 | 7631 |
| | Alternative Formula Rate | | 5615 | 5792 | 5871 | 6139 | 6422 | 6686 | 6964 | 7240 | 7670 | 7980 |
| | Maximum Security Rate | | 5722 | 5897 | 5985 | 6249 | 6530 | 6799 | 7072 | 7352 | 7776 | 8089 |
| RC-014-17 | Regular Formula Rate | | 5637 | 5813 | 5897 | 6168 | 6453 | 6726 | 6999 | 7282 | 7715 | 8026 |
| | Alternative Formula Rate | | 5876 | 6061 | 6154 | 6447 | 6742 | 7027 | 7312 | 7611 | 8063 | 8389 |
| | Maximum Security Rate | | 5981 | 6168 | 6263 | 6561 | 6859 | 7141 | 7425 | 7721 | 8181 | 8505 |
| RC-014-18 | Regular Formula Rate | | 5928 | 6113 | 6207 | 6505 | 6806 | 7120 | 7406 | 7705 | 8163 | 8493 |
| | Alternative Formula Rate | | 6187 | 6379 | 6483 | 6801 | 7118 | 7440 | 7745 | 8054 | 8536 | 8876 |
| | Maximum Security Rate | | 6287 | 6485 | 6590 | 6911 | 7227 | 7553 | 7857 | 8168 | 8642 | 8992 |
| RC-014-19 | Regular Formula Rate | | 6242 | 6436 | 6539 | 6873 | 7196 | 7529 | 7849 | 8177 | 8675 | 9021 |
| | Alternative Formula Rate | | 6520 | 6723 | 6835 | 7186 | 7517 | 7876 | 8202 | 8548 | 9062 | 9427 |
| | Maximum Security Rate | | 6624 | 6835 | 6952 | 7300 | 7633 | 7985 | 8318 | 8661 | 9175 | 9542 |
| RC-014-20 | Regular Formula Rate | | 6589 | 6795 | 6910 | 7259 | 7594 | 7957 | 8304 | 8648 | 9173 | 9541 |
| | Alternative Formula Rate | | 6880 | 7097 | 7221 | 7584 | 7943 | 8320 | 8677 | 9037 | 9589 | 9974 |
| | Maximum Security Rate | | 6991 | 7210 | 7336 | 7697 | 8054 | 8429 | 8788 | 9150 | 9699 | 10086 |

**RATES OF PAY - RC-014
EFFECTIVE JULY 1, 2026**

| 3.50% | | STEPS | | | | | | | | | | |
|-------------|--------------------------|-------|-------|-------|-------|-------|------|-------|-------|-------|------|-------|
| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| RC-014-01 | Regular Formula Rate | | 3433 | 3543 | 3552 | 3633 | 3717 | 3814 | 3898 | 3992 | 4139 | 4301 |
| | Alternative Formula Rate | | 3559 | 3671 | 3687 | 3777 | 3860 | 3960 | 4056 | 4147 | 4301 | 4475 |
| | Maximum Security Rate | | 3657 | 3768 | 3792 | 3868 | 3953 | 4058 | 4152 | 4245 | 4400 | 4576 |
| RC-014-02 | Regular Formula Rate | | 3574 | 3686 | 3699 | 3780 | 3868 | 3969 | 4056 | 4152 | 4307 | 4476 |
| | Alternative Formula Rate | | 3704 | 3820 | 3838 | 3931 | 4019 | 4120 | 4222 | 4318 | 4476 | 4656 |
| | Maximum Security Rate | | 3806 | 3924 | 3945 | 4026 | 4114 | 4225 | 4323 | 4416 | 4579 | 4762 |
| RC-014-02h | Regular Formula Rate | | 21.99 | 22.68 | 22.76 | 23.26 | 23.8 | 24.42 | 24.96 | 25.55 | 26.5 | 27.54 |
| RC-014-03 | Regular Formula Rate | | 3649 | 3764 | 3780 | 3868 | 3970 | 4063 | 4164 | 4261 | 4438 | 4614 |
| | Alternative Formula Rate | | 3789 | 3909 | 3931 | 4019 | 4121 | 4227 | 4327 | 4428 | 4614 | 4801 |
| | Maximum Security Rate | | 3883 | 4002 | 4026 | 4114 | 4227 | 4328 | 4424 | 4526 | 4712 | 4900 |
| RC-014-03rb | Regular Formula Rate | | 168 | 173 | 174 | 178 | 183 | 187 | 191 | 196 | 204 | 212 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|------|------|------|------|------|------|------|------|------|------|
| RC-014-03.5 | Regular Formula Rate | | 3730 | 3849 | 3868 | 3962 | 4063 | 4166 | 4261 | 4369 | 4554 | 4733 |
| | Alternative Formula Rate | | 3872 | 3993 | 4019 | 4116 | 4227 | 4329 | 4428 | 4538 | 4731 | 4922 |
| | Maximum Security Rate | | 3965 | 4086 | 4114 | 4222 | 4328 | 4432 | 4526 | 4639 | 4833 | 5029 |
| RC-014-04 | Regular Formula Rate | | 3730 | 3849 | 3868 | 3970 | 4079 | 4169 | 4282 | 4380 | 4565 | 4751 |
| | Alternative Formula Rate | | 3872 | 3993 | 4019 | 4121 | 4233 | 4331 | 4452 | 4554 | 4745 | 4936 |
| | Maximum Security Rate | | 3965 | 4086 | 4114 | 4227 | 4333 | 4437 | 4556 | 4651 | 4844 | 5043 |
| RC-014-04.5 | Regular Formula Rate | | 3822 | 3941 | 3962 | 4063 | 4167 | 4275 | 4386 | 4489 | 4678 | 4865 |
| | Alternative Formula Rate | | 3967 | 4088 | 4116 | 4227 | 4330 | 4445 | 4559 | 4668 | 4866 | 5060 |
| | Maximum Security Rate | | 4067 | 4194 | 4222 | 4328 | 4436 | 4541 | 4656 | 4770 | 4969 | 5167 |
| RC-014-05 | Regular Formula Rate | | 3828 | 3947 | 3970 | 4084 | 4185 | 4297 | 4400 | 4509 | 4695 | 4883 |
| | Alternative Formula Rate | | 3973 | 4095 | 4121 | 4239 | 4352 | 4464 | 4573 | 4689 | 4883 | 5076 |
| | Maximum Security Rate | | 4069 | 4198 | 4227 | 4336 | 4452 | 4566 | 4678 | 4789 | 4984 | 5181 |
| RC-014-05.5 | Regular Formula Rate | | 3915 | 4038 | 4063 | 4169 | 4291 | 4397 | 4509 | 4626 | 4817 | 5004 |
| | Alternative Formula Rate | | 4069 | 4198 | 4227 | 4331 | 4460 | 4572 | 4689 | 4817 | 5007 | 5207 |
| | Maximum Security Rate | | 4166 | 4297 | 4328 | 4437 | 4561 | 4677 | 4789 | 4914 | 5111 | 5313 |
| RC-014-06 | Regular Formula Rate | | 3935 | 4057 | 4084 | 4187 | 4301 | 4422 | 4532 | 4660 | 4858 | 5051 |
| | Alternative Formula Rate | | 4080 | 4207 | 4239 | 4353 | 4471 | 4599 | 4718 | 4842 | 5051 | 5254 |
| | Maximum Security Rate | | 4173 | 4304 | 4336 | 4455 | 4570 | 4703 | 4821 | 4949 | 5154 | 5364 |
| RC-014-07 | Regular Formula Rate | | 4034 | 4162 | 4187 | 4307 | 4436 | 4558 | 4680 | 4814 | 5032 | 5231 |
| | Alternative Formula Rate | | 4187 | 4319 | 4353 | 4476 | 4612 | 4737 | 4869 | 5004 | 5239 | 5449 |
| | Maximum Security Rate | | 4282 | 4416 | 4455 | 4579 | 4708 | 4838 | 4972 | 5102 | 5342 | 5555 |
| RC-014-07rb | Regular Formula Rate | | 185 | 191 | 193 | 198 | 204 | 210 | 215 | 221 | 231 | 241 |
| RC-014-08 | Regular Formula Rate | | 4144 | 4274 | 4307 | 4444 | 4573 | 4718 | 4844 | 4985 | 5221 | 5429 |
| | Alternative Formula Rate | | 4307 | 4440 | 4476 | 4624 | 4755 | 4908 | 5040 | 5193 | 5437 | 5655 |
| | Maximum Security Rate | | 4401 | 4537 | 4579 | 4719 | 4858 | 5013 | 5149 | 5295 | 5539 | 5764 |
| RC-014-09 | Regular Formula Rate | | 4272 | 4407 | 4444 | 4581 | 4728 | 4873 | 5030 | 5179 | 5424 | 5641 |
| | Alternative Formula Rate | | 4443 | 4582 | 4624 | 4766 | 4919 | 5070 | 5236 | 5393 | 5648 | 5878 |
| | Maximum Security Rate | | 4531 | 4675 | 4719 | 4865 | 5019 | 5176 | 5341 | 5499 | 5758 | 5991 |
| RC-014-10 | Regular Formula Rate | | 4407 | 4544 | 4585 | 4754 | 4895 | 5057 | 5215 | 5375 | 5649 | 5879 |
| | Alternative Formula Rate | | 4582 | 4723 | 4771 | 4947 | 5093 | 5267 | 5431 | 5603 | 5902 | 6135 |
| | Maximum Security Rate | | 4675 | 4820 | 4869 | 5044 | 5197 | 5370 | 5535 | 5716 | 6011 | 6249 |
| RC-014-10rb | Regular Formula Rate | | 203 | 209 | 211 | 219 | 225 | 233 | 240 | 247 | 260 | 270 |
| RC-014-10.5 | Regular Formula Rate | | 4533 | 4677 | 4721 | 4873 | 5040 | 5194 | 5374 | 5533 | 5815 | 6050 |
| | Alternative Formula Rate | | 4718 | 4866 | 4915 | 5070 | 5250 | 5411 | 5600 | 5768 | 6065 | 6312 |
| | Maximum Security Rate | | 4812 | 4961 | 5016 | 5176 | 5356 | 5513 | 5715 | 5880 | 6182 | 6433 |
| RC-014-11 | Regular Formula Rate | | 4568 | 4708 | 4755 | 4917 | 5076 | 5260 | 5431 | 5601 | 5900 | 6133 |
| | Alternative Formula Rate | | 4747 | 4895 | 4949 | 5124 | 5289 | 5479 | 5662 | 5841 | 6156 | 6403 |
| | Maximum Security Rate | | 4838 | 4989 | 5046 | 5223 | 5392 | 5585 | 5769 | 5953 | 6267 | 6517 |
| RC-014-12 | Regular Formula Rate | | 4747 | 4895 | 4949 | 5128 | 5295 | 5495 | 5675 | 5882 | 6201 | 6446 |
| | Alternative Formula Rate | | 4939 | 5091 | 5150 | 5340 | 5517 | 5728 | 5926 | 6138 | 6472 | 6733 |
| | Maximum Security Rate | | 5031 | 5191 | 5251 | 5442 | 5620 | 5838 | 6037 | 6253 | 6590 | 6854 |
| RC-014-12.5 | Regular Formula Rate | | 4858 | 5010 | 5063 | 5252 | 5433 | 5642 | 5835 | 6025 | 6354 | 6610 |
| | Alternative Formula Rate | | 5056 | 5213 | 5275 | 5470 | 5668 | 5882 | 6092 | 6290 | 6647 | 6907 |
| | Maximum Security Rate | | 5150 | 5313 | 5375 | 5579 | 5772 | 5998 | 6206 | 6403 | 6759 | 7027 |
| RC-014-13 | Regular Formula Rate | | 4922 | 5076 | 5134 | 5321 | 5523 | 5730 | 5938 | 6161 | 6506 | 6762 |

| | | | | | | | | | | | | |
|-----------|--------------------------|--|------|------|------|------|------|------|------|------|-------|-------|
| | Alternative Formula Rate | | 5122 | 5283 | 5345 | 5539 | 5762 | 5985 | 6205 | 6433 | 6798 | 7071 |
| | Maximum Security Rate | | 5218 | 5380 | 5448 | 5647 | 5873 | 6100 | 6316 | 6548 | 6916 | 7192 |
| RC-014-14 | Regular Formula Rate | | 5127 | 5287 | 5354 | 5555 | 5772 | 6025 | 6243 | 6480 | 6861 | 7135 |
| | Alternative Formula Rate | | 5342 | 5510 | 5582 | 5790 | 6030 | 6290 | 6526 | 6776 | 7167 | 7452 |
| | Maximum Security Rate | | 5439 | 5608 | 5684 | 5906 | 6135 | 6403 | 6645 | 6890 | 7282 | 7571 |
| RC-014-15 | Regular Formula Rate | | 5328 | 5495 | 5566 | 5812 | 6051 | 6287 | 6540 | 6788 | 7196 | 7480 |
| | Alternative Formula Rate | | 5556 | 5731 | 5808 | 6062 | 6316 | 6568 | 6840 | 7093 | 7514 | 7819 |
| | Maximum Security Rate | | 5656 | 5834 | 5912 | 6176 | 6425 | 6684 | 6956 | 7209 | 7633 | 7937 |
| RC-014-16 | Regular Formula Rate | | 5572 | 5746 | 5826 | 6085 | 6354 | 6618 | 6893 | 7168 | 7594 | 7898 |
| | Alternative Formula Rate | | 5812 | 5995 | 6076 | 6354 | 6647 | 6920 | 7208 | 7493 | 7938 | 8259 |
| | Maximum Security Rate | | 5922 | 6103 | 6194 | 6468 | 6759 | 7037 | 7320 | 7609 | 8048 | 8372 |
| RC-014-17 | Regular Formula Rate | | 5834 | 6016 | 6103 | 6384 | 6679 | 6961 | 7244 | 7537 | 7985 | 8307 |
| | Alternative Formula Rate | | 6082 | 6273 | 6369 | 6673 | 6978 | 7273 | 7568 | 7877 | 8345 | 8683 |
| | Maximum Security Rate | | 6190 | 6384 | 6482 | 6791 | 7099 | 7391 | 7685 | 7991 | 8467 | 8803 |
| RC-014-18 | Regular Formula Rate | | 6135 | 6327 | 6424 | 6733 | 7044 | 7369 | 7665 | 7975 | 8449 | 8790 |
| | Alternative Formula Rate | | 6404 | 6602 | 6710 | 7039 | 7367 | 7700 | 8016 | 8336 | 8835 | 9187 |
| | Maximum Security Rate | | 6507 | 6712 | 6821 | 7153 | 7480 | 7817 | 8132 | 8454 | 8944 | 9307 |
| RC-014-19 | Regular Formula Rate | | 6460 | 6661 | 6768 | 7114 | 7448 | 7793 | 8124 | 8463 | 8979 | 9337 |
| | Alternative Formula Rate | | 6748 | 6958 | 7074 | 7438 | 7780 | 8152 | 8489 | 8847 | 9379 | 9757 |
| | Maximum Security Rate | | 6856 | 7074 | 7195 | 7556 | 7900 | 8264 | 8609 | 8964 | 9496 | 9876 |
| RC-014-20 | Regular Formula Rate | | 6820 | 7033 | 7152 | 7513 | 7860 | 8235 | 8595 | 8951 | 9494 | 9875 |
| | Alternative Formula Rate | | 7121 | 7345 | 7474 | 7849 | 8221 | 8611 | 8981 | 9353 | 9925 | 10323 |
| | Maximum Security Rate | | 7236 | 7462 | 7593 | 7966 | 8336 | 8724 | 9096 | 9470 | 10038 | 10439 |

PART XIX
RC-028 TITLES AND SALARY GRADES

RC-028 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|---------------|--|-------------|
| 00501 | Administrative Assistant I | RC-028-17 |
| 00502 | Administrative Assistant II | RC-028-19 |
| 01233 | Apparel and Dry Goods Specialist III | RC-028-12.5 |
| 02424 | Assistant Reimbursement Officer | RC-028-08 |
| 06525 | Capital Development Board Media Technician | RC-028-14 |
| 07184 | Child Development Aide | RC-028-10 |
| 08200 | Clinical Laboratory Associate | RC-028-08 |
| 08215 | Clinical Laboratory Technician I | RC-028-10 |
| 08216 | Clinical Laboratory Technician II | RC-028-12 |
| 08919 | Compliance Officer | RC-028-14 |
| 09566 | Contract Specialist I | RC-028-11 |
| 09567 | Contract Specialist II | RC-028-13 |
| 09568 | Contract Specialist III | RC-028-17 |
| 09980 | Crime Scene Investigator | RC-028-21 |
| 11415 | Data Processing Administrative Specialist | RC-028-14 |
| 11430 | Data Processing Specialist | RC-028-12 |
| 11440 | Data Processing Technician | RC-028-09 |
| 11443 | Data Processing Technician Trainee | RC-028-06 |
| 11650 | Dental Assistant | RC-028-10 |
| 11700 | Dental Hygienist | RC-028-14 |
| 13300 | Electroencephalograph Technician | RC-028-08 |
| 13761 | Environmental Equipment Operator I | RC-028-12 |
| 13762 | Environmental Equipment Operator II | RC-028-14 |
| 13831 | Environmental Protection Technician I | RC-028-08 |
| 13832 | Environmental Protection Technician II | RC-028-10 |
| 17685 | Guard Supervisor | RC-028-14 |
| 17731 | Guest Experience Representative | RC-028-12 |
| 17732 | Guest Experience Specialist | RC-028-14 |
| 18045 | Health Information Associate | RC-028-10 |
| 18047 | Health Information Technician | RC-028-12 |
| 18262 | Hearing and Speech Technician II | RC-028-09 |
| 21260 | Inhalation Therapy Supervisor | RC-028-11 |
| 21690 | Intermittent Unemployment Insurance Technician | RC-028-06h |
| 22995 | Laboratory Assistant | RC-028-04 |
| 22997 | Laboratory Associate I | RC-028-10 |
| 22998 | Laboratory Associate II | RC-028-12 |
| 23350 | Legal Research Assistant | RC-028-13 |
| 23551 | Licensed Practical Nurse I | RC-028-10.5 |
| 23552 | Licensed Practical Nurse II | RC-028-11.5 |
| 24290 | Lock and Dam Tender | RC-028-10 |
| 24402 | Lottery Commodities Distributor II | RC-028-12 |
| 24410 | Lottery Drawing Specialist | RC-028-12 |
| 24413 | Lottery Drawing Senior Specialist | RC-028-14 |
| 81504 | Management Information Technician | RC-028-14 |
| 28851 | Natural Resource Technician I | RC-028-10 |
| 28852 | Natural Resource Technician II | RC-028-13 |
| 29990 | Office Administrative Specialist | RC-028-12 |
| 29994 | Office Administrator IV | RC-028-14 |
| 29995 | Office Administrator V | RC-028-15 |
| 30080 | Office Specialist | RC-028-11 |
| 32009 | Pharmacy Lead Technician | RC-028-09 |
| 32011 | Pharmacy Technician | RC-028-07 |
| 35825 | Public Aid Eligibility Assistant | RC-028-08 |
| 37500 | Radiologic Technologist | RC-028-11 |

| | | |
|-------|---|-----------|
| 37507 | Radiologic Technologist Program Coordinator | RC-028-12 |
| 37725 | Ranger | RC-028-13 |
| 88950 | Receptionist | RC-028-11 |
| 38155 | Rehabilitation Counselor Aide I | RC-028-09 |
| 38156 | Rehabilitation Counselor Aide II | RC-028-11 |
| 21259 | Respiratory Therapist | RC-028-09 |
| 40090 | Senior Ranger | RC-028-14 |
| 41090 | Site Interpreter | RC-028-10 |
| 41131 | Site Technician I | RC-028-10 |
| 41132 | Site Technician II | RC-028-12 |
| 41295 | Social Service Community Planner | RC-028-11 |
| 41801 | State Police Crime Information Evaluator | RC-028-11 |
| 41901 | State Police Evidence Technician I | RC-028-12 |
| 41902 | State Police Evidence Technician II | RC-028-13 |
| 42748 | Statistical Research Technician | RC-028-11 |
| 47800 | Veterans Service Officer | RC-028-14 |
| 48200 | Vocational Instructor | RC-028-12 |
| 49061 | Waterways Construction Supervisor I | RC-028-16 |
| 49062 | Waterways Construction Supervisor II | RC-028-18 |

RATES OF PAY - RC-028
EFFECTIVE JULY 1, 2023

4.00%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-028-03.5 | Regular Formula Rate | 3154 | 3253 | 3356 | 3373 | 3455 | 3543 | 3632 | 3716 | 3810 | 3971 | 4127 |
| | Alternative Formula Rate | 3273 | 3377 | 3481 | 3503 | 3589 | 3686 | 3775 | 3860 | 3957 | 4125 | 4292 |
| | Maximum Security Rate | 3349 | 3457 | 3563 | 3587 | 3681 | 3774 | 3864 | 3946 | 4045 | 4215 | 4384 |
| RC-028-04 | Regular Formula Rate | 3154 | 3253 | 3356 | 3373 | 3461 | 3556 | 3635 | 3734 | 3819 | 3980 | 4142 |
| | Alternative Formula Rate | 3273 | 3377 | 3481 | 3503 | 3594 | 3692 | 3777 | 3882 | 3971 | 4138 | 4304 |
| | Maximum Security Rate | 3349 | 3457 | 3563 | 3587 | 3686 | 3778 | 3868 | 3973 | 4056 | 4223 | 4397 |
| RC-028-06 | Regular Formula Rate | 3324 | 3431 | 3538 | 3561 | 3650 | 3750 | 3856 | 3952 | 4062 | 4236 | 4404 |
| | Alternative Formula Rate | 3449 | 3557 | 3669 | 3696 | 3795 | 3899 | 4010 | 4113 | 4221 | 4404 | 4580 |
| | Maximum Security Rate | 3526 | 3639 | 3752 | 3780 | 3884 | 3984 | 4100 | 4204 | 4315 | 4495 | 4677 |
| RC-028-06h | Regular Formula Rate | 20.46 | 21.11 | 21.77 | 21.91 | 22.46 | 23.08 | 23.73 | 24.32 | 25.00 | 26.07 | 27.10 |
| RC-028-07 | Regular Formula Rate | 3408 | 3518 | 3628 | 3650 | 3755 | 3867 | 3975 | 4081 | 4197 | 4387 | 4561 |
| | Alternative Formula Rate | 3537 | 3650 | 3766 | 3795 | 3903 | 4021 | 4131 | 4245 | 4363 | 4569 | 4751 |
| | Maximum Security Rate | 3618 | 3734 | 3851 | 3884 | 3992 | 4105 | 4218 | 4335 | 4449 | 4658 | 4843 |
| RC-028-08 | Regular Formula Rate | 3502 | 3614 | 3726 | 3755 | 3875 | 3987 | 4113 | 4223 | 4346 | 4551 | 4734 |
| | Alternative Formula Rate | 3638 | 3755 | 3871 | 3903 | 4032 | 4145 | 4280 | 4395 | 4527 | 4740 | 4931 |
| | Maximum Security Rate | 3717 | 3837 | 3956 | 3992 | 4114 | 4236 | 4371 | 4490 | 4618 | 4830 | 5025 |
| RC-028-09 | Regular Formula Rate | 3610 | 3725 | 3842 | 3875 | 3994 | 4122 | 4249 | 4385 | 4516 | 4730 | 4918 |
| | Alternative Formula Rate | 3754 | 3874 | 3995 | 4032 | 4156 | 4289 | 4421 | 4566 | 4702 | 4925 | 5125 |
| | Maximum Security Rate | 3829 | 3951 | 4076 | 4114 | 4241 | 4377 | 4513 | 4657 | 4794 | 5020 | 5223 |
| RC-028-09.5 | Regular Formula Rate | 3697 | 3815 | 3935 | 3971 | 4093 | 4227 | 4361 | 4508 | 4640 | 4866 | 5060 |
| | Alternative Formula Rate | 3839 | 3962 | 4086 | 4125 | 4257 | 4400 | 4543 | 4699 | 4830 | 5071 | 5276 |
| | Maximum Security Rate | 3921 | 4046 | 4175 | 4215 | 4343 | 4492 | 4631 | 4790 | 4924 | 5171 | 5376 |
| RC-028-10 | Regular Formula Rate | 3722 | 3842 | 3962 | 3998 | 4144 | 4267 | 4409 | 4548 | 4687 | 4926 | 5126 |
| | Alternative Formula Rate | 3869 | 3995 | 4118 | 4160 | 4313 | 4441 | 4593 | 4736 | 4886 | 5145 | 5350 |
| | Maximum Security Rate | 3948 | 4076 | 4203 | 4245 | 4398 | 4531 | 4682 | 4826 | 4984 | 5241 | 5450 |
| RC-028-10.5 | Regular Formula Rate | 3841 | 3966 | 4089 | 4130 | 4280 | 4421 | 4576 | 4725 | 4878 | 5173 | 5381 |
| | Alternative Formula Rate | 3994 | 4122 | 4250 | 4295 | 4457 | 4607 | 4763 | 4923 | 5089 | 5404 | 5619 |
| | Maximum Security Rate | 4075 | 4206 | 4336 | 4384 | 4548 | 4697 | 4857 | 5017 | 5183 | 5500 | 5719 |
| RC-028-11 | Regular Formula Rate | 3858 | 3983 | 4105 | 4145 | 4287 | 4426 | 4586 | 4736 | 4884 | 5143 | 5348 |
| | Alternative Formula Rate | 4010 | 4139 | 4267 | 4315 | 4468 | 4612 | 4778 | 4938 | 5093 | 5368 | 5582 |
| | Maximum Security Rate | 4086 | 4218 | 4350 | 4400 | 4553 | 4701 | 4869 | 5030 | 5190 | 5464 | 5683 |
| RC-028-11.5 | Regular Formula Rate | 3949 | 4077 | 4204 | 4247 | 4392 | 4530 | 4685 | 4843 | 5011 | 5284 | 5497 |
| | Alternative Formula Rate | 4105 | 4239 | 4372 | 4418 | 4576 | 4720 | 4881 | 5048 | 5230 | 5516 | 5739 |
| | Maximum Security Rate | 4184 | 4319 | 4455 | 4504 | 4663 | 4811 | 4978 | 5149 | 5333 | 5622 | 5848 |
| RC-028-12 | Regular Formula Rate | 4010 | 4139 | 4267 | 4315 | 4472 | 4618 | 4791 | 4948 | 5129 | 5406 | 5620 |
| | Alternative Formula Rate | 4169 | 4306 | 4439 | 4491 | 4656 | 4810 | 4994 | 5167 | 5352 | 5643 | 5870 |
| | Maximum Security Rate | 4249 | 4386 | 4525 | 4578 | 4744 | 4900 | 5091 | 5263 | 5452 | 5745 | 5976 |
| RC-028-12.5 | Regular Formula Rate | 4102 | 4236 | 4369 | 4415 | 4579 | 4738 | 4919 | 5088 | 5254 | 5540 | 5763 |
| | Alternative Formula Rate | 4268 | 4408 | 4546 | 4599 | 4769 | 4941 | 5129 | 5311 | 5484 | 5795 | 6021 |
| | Maximum Security Rate | 4350 | 4491 | 4632 | 4687 | 4864 | 5033 | 5230 | 5411 | 5582 | 5893 | 6127 |
| RC-028-13 | Regular Formula Rate | 4158 | 4292 | 4426 | 4476 | 4640 | 4816 | 4996 | 5178 | 5373 | 5672 | 5896 |
| | Alternative Formula Rate | 4325 | 4466 | 4606 | 4660 | 4830 | 5023 | 5219 | 5410 | 5609 | 5927 | 6165 |
| | Maximum Security Rate | 4406 | 4549 | 4691 | 4750 | 4924 | 5120 | 5319 | 5506 | 5710 | 6030 | 6271 |
| RC-028-14 | Regular Formula Rate | 4331 | 4471 | 4610 | 4668 | 4843 | 5033 | 5254 | 5444 | 5650 | 5982 | 6221 |
| | Alternative Formula Rate | 4514 | 4658 | 4805 | 4866 | 5048 | 5258 | 5484 | 5690 | 5908 | 6250 | 6498 |
| | Maximum Security Rate | 4593 | 4742 | 4890 | 4956 | 5149 | 5350 | 5582 | 5793 | 6008 | 6350 | 6601 |
| RC-028-15 | Regular Formula Rate | 4499 | 4646 | 4791 | 4854 | 5067 | 5276 | 5481 | 5702 | 5918 | 6275 | 6522 |
| | Alternative Formula Rate | 4692 | 4844 | 4997 | 5064 | 5285 | 5506 | 5727 | 5964 | 6184 | 6551 | 6818 |
| | Maximum Security Rate | 4777 | 4932 | 5087 | 5155 | 5384 | 5602 | 5828 | 6065 | 6285 | 6656 | 6921 |
| RC-028-16 | Regular Formula Rate | 4706 | 4859 | 5011 | 5080 | 5305 | 5540 | 5770 | 6011 | 6251 | 6621 | 6887 |
| | Alternative Formula Rate | 4907 | 5067 | 5227 | 5299 | 5540 | 5795 | 6034 | 6284 | 6534 | 6922 | 7202 |
| | Maximum Security Rate | 5001 | 5164 | 5322 | 5402 | 5640 | 5893 | 6136 | 6381 | 6635 | 7018 | 7300 |
| RC-028-17 | Regular Formula Rate | 4928 | 5087 | 5246 | 5322 | 5567 | 5823 | 6069 | 6316 | 6572 | 6963 | 7243 |
| | Alternative Formula Rate | 5137 | 5303 | 5470 | 5553 | 5818 | 6085 | 6341 | 6598 | 6868 | 7277 | 7571 |

| | | | | | | | | | | | | |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| | Maximum Security Rate | 5229 | 5398 | 5567 | 5652 | 5921 | 6189 | 6445 | 6700 | 6968 | 7382 | 7675 |
| RC-028-18 | Regular Formula Rate | 5181 | 5350 | 5517 | 5601 | 5870 | 6141 | 6425 | 6684 | 6953 | 7367 | 7664 |
| | Alternative Formula Rate | 5408 | 5583 | 5757 | 5851 | 6138 | 6424 | 6714 | 6989 | 7268 | 7703 | 8011 |
| | Maximum Security Rate | 5495 | 5673 | 5853 | 5947 | 6236 | 6522 | 6817 | 7090 | 7372 | 7799 | 8114 |
| RC-028-19 | Regular Formula Rate | 5456 | 5633 | 5808 | 5901 | 6203 | 6495 | 6794 | 7084 | 7379 | 7828 | 8140 |
| | Alternative Formula Rate | 5698 | 5884 | 6067 | 6168 | 6485 | 6783 | 7108 | 7402 | 7714 | 8179 | 8507 |
| | Maximum Security Rate | 5793 | 5978 | 6168 | 6274 | 6588 | 6889 | 7207 | 7506 | 7817 | 8280 | 8611 |
| RC-028-21 | Regular Formula Rate | 6078 | 6274 | 6472 | 6587 | 6924 | 7258 | 7597 | 7941 | 8274 | 8790 | 9141 |
| | Alternative Formula Rate | 6346 | 6553 | 6760 | 6883 | 7235 | 7586 | 7938 | 8302 | 8650 | 9187 | 9554 |
| | Maximum Security Rate | 6439 | 6650 | 6860 | 6984 | 7335 | 7684 | 8043 | 8402 | 8747 | 9287 | 9657 |

RATES OF PAY - RC-028
EFFECTIVE JANUARY 1, 2024

| 2.50% | | STEPS | | | | | | | | | | |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| RC-028-03.5 | Regular Formula Rate | 3233 | 3334 | 3440 | 3457 | 3541 | 3632 | 3723 | 3809 | 3905 | 4070 | 4230 |
| | Alternative Formula Rate | 3355 | 3461 | 3568 | 3591 | 3679 | 3778 | 3869 | 3957 | 4056 | 4228 | 4399 |
| | Maximum Security Rate | 3433 | 3543 | 3652 | 3677 | 3773 | 3868 | 3961 | 4045 | 4146 | 4320 | 4494 |
| RC-028-04 | Regular Formula Rate | 3233 | 3334 | 3440 | 3457 | 3548 | 3645 | 3726 | 3827 | 3914 | 4080 | 4246 |
| | Alternative Formula Rate | 3355 | 3461 | 3568 | 3591 | 3684 | 3784 | 3871 | 3979 | 4070 | 4241 | 4412 |
| | Maximum Security Rate | 3433 | 3543 | 3652 | 3677 | 3778 | 3872 | 3965 | 4072 | 4157 | 4329 | 4507 |
| RC-028-06 | Regular Formula Rate | 3407 | 3517 | 3626 | 3650 | 3741 | 3844 | 3952 | 4051 | 4164 | 4342 | 4514 |
| | Alternative Formula Rate | 3535 | 3646 | 3761 | 3788 | 3890 | 3996 | 4110 | 4216 | 4327 | 4514 | 4695 |
| | Maximum Security Rate | 3614 | 3730 | 3846 | 3875 | 3981 | 4084 | 4203 | 4309 | 4423 | 4607 | 4794 |
| RC-028-06h | Regular Formula Rate | 20.97 | 21.64 | 22.31 | 22.46 | 23.02 | 23.66 | 24.32 | 24.93 | 25.62 | 26.72 | 27.78 |
| RC-028-07 | Regular Formula Rate | 3493 | 3606 | 3719 | 3741 | 3849 | 3964 | 4074 | 4183 | 4302 | 4497 | 4675 |
| | Alternative Formula Rate | 3625 | 3741 | 3860 | 3890 | 4001 | 4122 | 4234 | 4351 | 4472 | 4683 | 4870 |
| | Maximum Security Rate | 3708 | 3827 | 3947 | 3981 | 4092 | 4208 | 4323 | 4443 | 4560 | 4774 | 4964 |
| RC-028-08 | Regular Formula Rate | 3590 | 3704 | 3819 | 3849 | 3972 | 4087 | 4216 | 4329 | 4455 | 4665 | 4852 |
| | Alternative Formula Rate | 3729 | 3849 | 3968 | 4001 | 4133 | 4249 | 4387 | 4505 | 4640 | 4859 | 5054 |
| | Maximum Security Rate | 3810 | 3933 | 4055 | 4092 | 4217 | 4342 | 4480 | 4602 | 4733 | 4951 | 5151 |
| RC-028-09 | Regular Formula Rate | 3700 | 3818 | 3938 | 3972 | 4094 | 4225 | 4355 | 4495 | 4629 | 4848 | 5041 |
| | Alternative Formula Rate | 3848 | 3971 | 4095 | 4133 | 4260 | 4396 | 4532 | 4680 | 4820 | 5048 | 5253 |
| | Maximum Security Rate | 3925 | 4050 | 4178 | 4217 | 4347 | 4486 | 4626 | 4773 | 4914 | 5146 | 5354 |
| RC-028-09.5 | Regular Formula Rate | 3789 | 3910 | 4033 | 4070 | 4195 | 4333 | 4470 | 4621 | 4756 | 4988 | 5187 |
| | Alternative Formula Rate | 3935 | 4061 | 4188 | 4228 | 4363 | 4510 | 4657 | 4816 | 4951 | 5198 | 5408 |
| | Maximum Security Rate | 4019 | 4147 | 4279 | 4320 | 4452 | 4604 | 4747 | 4910 | 5047 | 5300 | 5510 |
| RC-028-10 | Regular Formula Rate | 3815 | 3938 | 4061 | 4098 | 4248 | 4374 | 4519 | 4662 | 4804 | 5049 | 5254 |
| | Alternative Formula Rate | 3966 | 4095 | 4221 | 4264 | 4421 | 4552 | 4708 | 4854 | 5008 | 5274 | 5484 |
| | Maximum Security Rate | 4047 | 4178 | 4308 | 4351 | 4508 | 4644 | 4799 | 4947 | 5109 | 5372 | 5586 |
| RC-028-10.5 | Regular Formula Rate | 3937 | 4065 | 4191 | 4233 | 4387 | 4532 | 4690 | 4843 | 5000 | 5302 | 5516 |
| | Alternative Formula Rate | 4094 | 4225 | 4356 | 4402 | 4568 | 4722 | 4882 | 5046 | 5216 | 5539 | 5759 |
| | Maximum Security Rate | 4177 | 4311 | 4444 | 4494 | 4662 | 4814 | 4978 | 5142 | 5313 | 5638 | 5862 |
| RC-028-11 | Regular Formula Rate | 3954 | 4083 | 4208 | 4249 | 4394 | 4537 | 4701 | 4854 | 5006 | 5272 | 5482 |
| | Alternative Formula Rate | 4110 | 4242 | 4374 | 4423 | 4580 | 4727 | 4897 | 5061 | 5220 | 5502 | 5722 |
| | Maximum Security Rate | 4188 | 4323 | 4459 | 4510 | 4667 | 4819 | 4991 | 5156 | 5320 | 5601 | 5825 |
| RC-028-11.5 | Regular Formula Rate | 4048 | 4179 | 4309 | 4353 | 4502 | 4643 | 4802 | 4964 | 5136 | 5416 | 5634 |
| | Alternative Formula Rate | 4208 | 4345 | 4481 | 4528 | 4690 | 4838 | 5003 | 5174 | 5361 | 5654 | 5882 |
| | Maximum Security Rate | 4289 | 4427 | 4566 | 4617 | 4780 | 4931 | 5102 | 5278 | 5466 | 5763 | 5994 |
| RC-028-12 | Regular Formula Rate | 4110 | 4242 | 4374 | 4423 | 4584 | 4733 | 4911 | 5072 | 5257 | 5541 | 5761 |
| | Alternative Formula Rate | 4273 | 4414 | 4550 | 4603 | 4772 | 4930 | 5119 | 5296 | 5486 | 5784 | 6017 |
| | Maximum Security Rate | 4355 | 4496 | 4638 | 4692 | 4863 | 5023 | 5218 | 5395 | 5588 | 5889 | 6125 |
| RC-028-12.5 | Regular Formula Rate | 4205 | 4342 | 4478 | 4525 | 4693 | 4856 | 5042 | 5215 | 5385 | 5679 | 5907 |

| | | | | | | | | | | | | |
|-----------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| | Alternative Formula Rate | 4375 | 4518 | 4660 | 4714 | 4888 | 5065 | 5257 | 5444 | 5621 | 5940 | 6172 |
| | Maximum Security Rate | 4459 | 4603 | 4748 | 4804 | 4986 | 5159 | 5361 | 5546 | 5722 | 6040 | 6280 |
| RC-028-13 | Regular Formula Rate | 4262 | 4399 | 4537 | 4588 | 4756 | 4936 | 5121 | 5307 | 5507 | 5814 | 6043 |
| | Alternative Formula Rate | 4433 | 4578 | 4721 | 4777 | 4951 | 5149 | 5349 | 5545 | 5749 | 6075 | 6319 |
| | Maximum Security Rate | 4516 | 4663 | 4808 | 4869 | 5047 | 5248 | 5452 | 5644 | 5853 | 6181 | 6428 |
| RC-028-14 | Regular Formula Rate | 4439 | 4583 | 4725 | 4785 | 4964 | 5159 | 5385 | 5580 | 5791 | 6132 | 6377 |
| | Alternative Formula Rate | 4627 | 4774 | 4925 | 4988 | 5174 | 5389 | 5621 | 5832 | 6056 | 6406 | 6660 |
| | Maximum Security Rate | 4708 | 4861 | 5012 | 5080 | 5278 | 5484 | 5722 | 5938 | 6158 | 6509 | 6766 |
| RC-028-15 | Regular Formula Rate | 4611 | 4762 | 4911 | 4975 | 5194 | 5408 | 5618 | 5845 | 6066 | 6432 | 6685 |
| | Alternative Formula Rate | 4809 | 4965 | 5122 | 5191 | 5417 | 5644 | 5870 | 6113 | 6339 | 6715 | 6988 |
| | Maximum Security Rate | 4896 | 5055 | 5214 | 5284 | 5519 | 5742 | 5974 | 6217 | 6442 | 6822 | 7094 |
| RC-028-16 | Regular Formula Rate | 4824 | 4980 | 5136 | 5207 | 5438 | 5679 | 5914 | 6161 | 6407 | 6787 | 7059 |
| | Alternative Formula Rate | 5030 | 5194 | 5358 | 5431 | 5679 | 5940 | 6185 | 6441 | 6697 | 7095 | 7382 |
| | Maximum Security Rate | 5126 | 5293 | 5455 | 5537 | 5781 | 6040 | 6289 | 6541 | 6801 | 7193 | 7483 |
| RC-028-17 | Regular Formula Rate | 5051 | 5214 | 5377 | 5455 | 5706 | 5969 | 6221 | 6474 | 6736 | 7137 | 7424 |
| | Alternative Formula Rate | 5265 | 5436 | 5607 | 5692 | 5963 | 6237 | 6500 | 6763 | 7040 | 7459 | 7760 |
| | Maximum Security Rate | 5360 | 5533 | 5706 | 5793 | 6069 | 6344 | 6606 | 6868 | 7142 | 7567 | 7867 |
| RC-028-18 | Regular Formula Rate | 5311 | 5484 | 5655 | 5741 | 6017 | 6295 | 6586 | 6851 | 7127 | 7551 | 7856 |
| | Alternative Formula Rate | 5543 | 5723 | 5901 | 5997 | 6291 | 6585 | 6882 | 7164 | 7450 | 7896 | 8211 |
| | Maximum Security Rate | 5632 | 5815 | 5999 | 6096 | 6392 | 6685 | 6987 | 7267 | 7556 | 7994 | 8317 |
| RC-028-19 | Regular Formula Rate | 5592 | 5774 | 5953 | 6049 | 6358 | 6657 | 6964 | 7261 | 7563 | 8024 | 8347 |
| | Alternative Formula Rate | 5840 | 6031 | 6219 | 6322 | 6647 | 6953 | 7286 | 7587 | 7907 | 8383 | 8720 |
| | Maximum Security Rate | 5938 | 6127 | 6322 | 6431 | 6753 | 7061 | 7387 | 7694 | 8012 | 8487 | 8826 |
| RC-028-21 | Regular Formula Rate | 6230 | 6431 | 6634 | 6752 | 7097 | 7439 | 7787 | 8140 | 8481 | 9010 | 9370 |
| | Alternative Formula Rate | 6505 | 6717 | 6929 | 7055 | 7416 | 7776 | 8136 | 8510 | 8866 | 9417 | 9793 |
| | Maximum Security Rate | 6600 | 6816 | 7032 | 7159 | 7518 | 7876 | 8244 | 8612 | 8966 | 9519 | 9898 |

**RATES OF PAY - RC-028
EFFECTIVE JULY 1, 2024**

| 4.00% & Elimination of Step 1c | | STEPS | | | | | | | | | |
|--------------------------------|--------------------------|-------|-------|-------|-------|------|-------|-------|-------|-------|-------|
| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| RC-028-03.5 | Regular Formula Rate | 3467 | 3578 | 3595 | 3683 | 3777 | 3872 | 3961 | 4061 | 4233 | 4399 |
| | Alternative Formula Rate | 3599 | 3711 | 3735 | 3826 | 3929 | 4024 | 4115 | 4218 | 4397 | 4575 |
| | Maximum Security Rate | 3685 | 3798 | 3824 | 3924 | 4023 | 4119 | 4207 | 4312 | 4493 | 4674 |
| RC-028-04 | Regular Formula Rate | 3467 | 3578 | 3595 | 3690 | 3791 | 3875 | 3980 | 4071 | 4243 | 4416 |
| | Alternative Formula Rate | 3599 | 3711 | 3735 | 3831 | 3935 | 4026 | 4138 | 4233 | 4411 | 4588 |
| | Maximum Security Rate | 3685 | 3798 | 3824 | 3929 | 4027 | 4124 | 4235 | 4323 | 4502 | 4687 |
| RC-028-06 | Regular Formula Rate | 3658 | 3771 | 3796 | 3891 | 3998 | 4110 | 4213 | 4331 | 4516 | 4695 |
| | Alternative Formula Rate | 3792 | 3911 | 3940 | 4046 | 4156 | 4274 | 4385 | 4500 | 4695 | 4883 |
| | Maximum Security Rate | 3879 | 4000 | 4030 | 4140 | 4247 | 4371 | 4481 | 4600 | 4791 | 4986 |
| RC-028-06h | Regular Formula Rate | 22.51 | 23.21 | 23.36 | 23.94 | 24.6 | 25.29 | 25.93 | 26.65 | 27.79 | 28.89 |
| RC-028-07 | Regular Formula Rate | 3750 | 3868 | 3891 | 4003 | 4123 | 4237 | 4350 | 4474 | 4677 | 4862 |
| | Alternative Formula Rate | 3891 | 4014 | 4046 | 4161 | 4287 | 4403 | 4525 | 4651 | 4870 | 5065 |
| | Maximum Security Rate | 3980 | 4105 | 4140 | 4256 | 4376 | 4496 | 4621 | 4742 | 4965 | 5163 |
| RC-028-08 | Regular Formula Rate | 3852 | 3972 | 4003 | 4131 | 4250 | 4385 | 4502 | 4633 | 4852 | 5046 |
| | Alternative Formula Rate | 4003 | 4127 | 4161 | 4298 | 4419 | 4562 | 4685 | 4826 | 5053 | 5256 |
| | Maximum Security Rate | 4090 | 4217 | 4256 | 4386 | 4516 | 4659 | 4786 | 4922 | 5149 | 5357 |
| RC-028-09 | Regular Formula Rate | 3971 | 4096 | 4131 | 4258 | 4394 | 4529 | 4675 | 4814 | 5042 | 5243 |
| | Alternative Formula Rate | 4130 | 4259 | 4298 | 4430 | 4572 | 4713 | 4867 | 5013 | 5250 | 5463 |
| | Maximum Security Rate | 4212 | 4345 | 4386 | 4521 | 4665 | 4811 | 4964 | 5111 | 5352 | 5568 |
| RC-028-09.5 | Regular Formula Rate | 4066 | 4194 | 4233 | 4363 | 4506 | 4649 | 4806 | 4946 | 5188 | 5394 |
| | Alternative Formula Rate | 4223 | 4356 | 4397 | 4538 | 4690 | 4843 | 5009 | 5149 | 5406 | 5624 |
| | Maximum Security Rate | 4313 | 4450 | 4493 | 4630 | 4788 | 4937 | 5106 | 5249 | 5512 | 5730 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|------|------|------|------|------|------|------|------|------|-------|
| RC-028-10 | Regular Formula Rate | | 4096 | 4223 | 4262 | 4418 | 4549 | 4700 | 4848 | 4996 | 5251 | 5464 |
| | Alternative Formula Rate | | 4259 | 4390 | 4435 | 4598 | 4734 | 4896 | 5048 | 5208 | 5485 | 5703 |
| | Maximum Security Rate | | 4345 | 4480 | 4525 | 4688 | 4830 | 4991 | 5145 | 5313 | 5587 | 5809 |
| RC-028-10.5 | Regular Formula Rate | | 4228 | 4359 | 4402 | 4562 | 4713 | 4878 | 5037 | 5200 | 5514 | 5737 |
| | Alternative Formula Rate | | 4394 | 4530 | 4578 | 4751 | 4911 | 5077 | 5248 | 5425 | 5761 | 5989 |
| | Maximum Security Rate | | 4483 | 4622 | 4674 | 4848 | 5007 | 5177 | 5348 | 5526 | 5864 | 6096 |
| RC-028-11 | Regular Formula Rate | | 4246 | 4376 | 4419 | 4570 | 4718 | 4889 | 5048 | 5206 | 5483 | 5701 |
| | Alternative Formula Rate | | 4412 | 4549 | 4600 | 4763 | 4916 | 5093 | 5263 | 5429 | 5722 | 5951 |
| | Maximum Security Rate | | 4496 | 4637 | 4690 | 4854 | 5012 | 5191 | 5362 | 5533 | 5825 | 6058 |
| RC-028-11.5 | Regular Formula Rate | | 4346 | 4481 | 4527 | 4682 | 4829 | 4994 | 5163 | 5341 | 5633 | 5859 |
| | Alternative Formula Rate | | 4519 | 4660 | 4709 | 4878 | 5032 | 5203 | 5381 | 5575 | 5880 | 6117 |
| | Maximum Security Rate | | 4604 | 4749 | 4802 | 4971 | 5128 | 5306 | 5489 | 5685 | 5994 | 6234 |
| RC-028-12 | Regular Formula Rate | | 4412 | 4549 | 4600 | 4767 | 4922 | 5107 | 5275 | 5467 | 5763 | 5991 |
| | Alternative Formula Rate | | 4591 | 4732 | 4787 | 4963 | 5127 | 5324 | 5508 | 5705 | 6015 | 6258 |
| | Maximum Security Rate | | 4676 | 4824 | 4880 | 5058 | 5224 | 5427 | 5611 | 5812 | 6125 | 6370 |
| RC-028-12.5 | Regular Formula Rate | | 4516 | 4657 | 4706 | 4881 | 5050 | 5244 | 5424 | 5600 | 5906 | 6143 |
| | Alternative Formula Rate | | 4699 | 4846 | 4903 | 5084 | 5268 | 5467 | 5662 | 5846 | 6178 | 6419 |
| | Maximum Security Rate | | 4787 | 4938 | 4996 | 5185 | 5365 | 5575 | 5768 | 5951 | 6282 | 6531 |
| RC-028-13 | Regular Formula Rate | | 4575 | 4718 | 4772 | 4946 | 5133 | 5326 | 5519 | 5727 | 6047 | 6285 |
| | Alternative Formula Rate | | 4761 | 4910 | 4968 | 5149 | 5355 | 5563 | 5767 | 5979 | 6318 | 6572 |
| | Maximum Security Rate | | 4850 | 5000 | 5064 | 5249 | 5458 | 5670 | 5870 | 6087 | 6428 | 6685 |
| RC-028-14 | Regular Formula Rate | | 4766 | 4914 | 4976 | 5163 | 5365 | 5600 | 5803 | 6023 | 6377 | 6632 |
| | Alternative Formula Rate | | 4965 | 5122 | 5188 | 5381 | 5605 | 5846 | 6065 | 6298 | 6662 | 6926 |
| | Maximum Security Rate | | 5055 | 5212 | 5283 | 5489 | 5703 | 5951 | 6176 | 6404 | 6769 | 7037 |
| RC-028-15 | Regular Formula Rate | | 4952 | 5107 | 5174 | 5402 | 5624 | 5843 | 6079 | 6309 | 6689 | 6952 |
| | Alternative Formula Rate | | 5164 | 5327 | 5399 | 5634 | 5870 | 6105 | 6358 | 6593 | 6984 | 7268 |
| | Maximum Security Rate | | 5257 | 5423 | 5495 | 5740 | 5972 | 6213 | 6466 | 6700 | 7095 | 7378 |
| RC-028-16 | Regular Formula Rate | | 5179 | 5341 | 5415 | 5656 | 5906 | 6151 | 6407 | 6663 | 7058 | 7341 |
| | Alternative Formula Rate | | 5402 | 5572 | 5648 | 5906 | 6178 | 6432 | 6699 | 6965 | 7379 | 7677 |
| | Maximum Security Rate | | 5505 | 5673 | 5758 | 6012 | 6282 | 6541 | 6803 | 7073 | 7481 | 7782 |
| RC-028-17 | Regular Formula Rate | | 5423 | 5592 | 5673 | 5934 | 6208 | 6470 | 6733 | 7005 | 7422 | 7721 |
| | Alternative Formula Rate | | 5653 | 5831 | 5920 | 6202 | 6486 | 6760 | 7034 | 7322 | 7757 | 8070 |
| | Maximum Security Rate | | 5754 | 5934 | 6025 | 6312 | 6598 | 6870 | 7143 | 7428 | 7870 | 8182 |
| RC-028-18 | Regular Formula Rate | | 5703 | 5881 | 5971 | 6258 | 6547 | 6849 | 7125 | 7412 | 7853 | 8170 |
| | Alternative Formula Rate | | 5952 | 6137 | 6237 | 6543 | 6848 | 7157 | 7451 | 7748 | 8212 | 8539 |
| | Maximum Security Rate | | 6048 | 6239 | 6340 | 6648 | 6952 | 7266 | 7558 | 7858 | 8314 | 8650 |
| RC-028-19 | Regular Formula Rate | | 6005 | 6191 | 6291 | 6612 | 6923 | 7243 | 7551 | 7866 | 8345 | 8678 |
| | Alternative Formula Rate | | 6272 | 6468 | 6575 | 6913 | 7231 | 7577 | 7890 | 8223 | 8718 | 9069 |
| | Maximum Security Rate | | 6372 | 6575 | 6688 | 7023 | 7343 | 7682 | 8002 | 8332 | 8826 | 9179 |
| RC-028-21 | Regular Formula Rate | | 6688 | 6899 | 7022 | 7381 | 7737 | 8098 | 8466 | 8820 | 9370 | 9745 |
| | Alternative Formula Rate | | 6986 | 7206 | 7337 | 7713 | 8087 | 8461 | 8850 | 9221 | 9794 | 10185 |
| | Maximum Security Rate | | 7089 | 7313 | 7445 | 7819 | 8191 | 8574 | 8956 | 9325 | 9900 | 10294 |

RATES OF PAY - RC-028
EFFECTIVE JULY 1, 2025

| 3.95% | | STEPS | | | | | | | | | | |
|-------------|--------------------------|-------|------|------|------|------|------|------|------|------|------|--|
| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| RC-028-03.5 | Regular Formula Rate | 3604 | 3719 | 3737 | 3828 | 3926 | 4025 | 4117 | 4221 | 4400 | 4573 | |
| | Alternative Formula Rate | 3741 | 3858 | 3883 | 3977 | 4084 | 4183 | 4278 | 4385 | 4571 | 4756 | |
| | Maximum Security Rate | 3831 | 3948 | 3975 | 4079 | 4182 | 4282 | 4373 | 4482 | 4670 | 4859 | |
| RC-028-04 | Regular Formula Rate | 3604 | 3719 | 3737 | 3836 | 3941 | 4028 | 4137 | 4242 | 4411 | 4590 | |
| | Alternative Formula Rate | 3741 | 3858 | 3883 | 3982 | 4090 | 4185 | 4301 | 4400 | 4585 | 4769 | |
| | Maximum Security Rate | 3831 | 3948 | 3975 | 4084 | 4186 | 4287 | 4402 | 4494 | 4680 | 4872 | |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-028-06 | Regular Formula Rate | | 3802 | 3920 | 3946 | 4045 | 4156 | 4272 | 4379 | 4502 | 4694 | 4880 |
| | Alternative Formula Rate | | 3942 | 4065 | 4096 | 4206 | 4320 | 4443 | 4558 | 4678 | 4880 | 5076 |
| | Maximum Security Rate | | 4032 | 4158 | 4189 | 4304 | 4415 | 4544 | 4658 | 4782 | 4980 | 5183 |
| RC-028-06h | Regular Formula Rate | | 23.40 | 24.12 | 24.28 | 24.89 | 25.58 | 26.29 | 26.95 | 27.70 | 28.89 | 30.03 |
| RC-028-07 | Regular Formula Rate | | 3898 | 4021 | 4045 | 4161 | 4286 | 4404 | 4522 | 4651 | 4862 | 5054 |
| | Alternative Formula Rate | | 4045 | 4173 | 4206 | 4325 | 4456 | 4577 | 4704 | 4835 | 5062 | 5265 |
| | Maximum Security Rate | | 4137 | 4267 | 4304 | 4424 | 4549 | 4674 | 4804 | 4929 | 5161 | 5367 |
| RC-028-08 | Regular Formula Rate | | 4004 | 4129 | 4161 | 4294 | 4418 | 4558 | 4680 | 4816 | 5044 | 5245 |
| | Alternative Formula Rate | | 4161 | 4290 | 4325 | 4468 | 4594 | 4742 | 4870 | 5017 | 5253 | 5464 |
| | Maximum Security Rate | | 4252 | 4384 | 4424 | 4559 | 4694 | 4843 | 4975 | 5116 | 5352 | 5569 |
| RC-028-09 | Regular Formula Rate | | 4128 | 4258 | 4294 | 4426 | 4568 | 4708 | 4860 | 5004 | 5241 | 5450 |
| | Alternative Formula Rate | | 4293 | 4427 | 4468 | 4605 | 4753 | 4899 | 5059 | 5211 | 5457 | 5679 |
| | Maximum Security Rate | | 4378 | 4517 | 4559 | 4700 | 4849 | 5001 | 5160 | 5313 | 5563 | 5788 |
| RC-028-09.5 | Regular Formula Rate | | 4227 | 4360 | 4400 | 4535 | 4684 | 4833 | 4996 | 5141 | 5393 | 5607 |
| | Alternative Formula Rate | | 4390 | 4528 | 4571 | 4717 | 4875 | 5034 | 5207 | 5352 | 5620 | 5846 |
| | Maximum Security Rate | | 4483 | 4626 | 4670 | 4813 | 4977 | 5132 | 5308 | 5456 | 5730 | 5956 |
| RC-028-10 | Regular Formula Rate | | 4258 | 4390 | 4430 | 4593 | 4729 | 4886 | 5039 | 5193 | 5458 | 5680 |
| | Alternative Formula Rate | | 4427 | 4563 | 4610 | 4780 | 4921 | 5089 | 5247 | 5414 | 5702 | 5928 |
| | Maximum Security Rate | | 4517 | 4657 | 4704 | 4873 | 5021 | 5188 | 5348 | 5523 | 5808 | 6038 |
| RC-028-10.5 | Regular Formula Rate | | 4395 | 4531 | 4576 | 4742 | 4899 | 5071 | 5236 | 5405 | 5732 | 5964 |
| | Alternative Formula Rate | | 4568 | 4709 | 4759 | 4939 | 5105 | 5278 | 5455 | 5639 | 5989 | 6226 |
| | Maximum Security Rate | | 4660 | 4805 | 4859 | 5039 | 5205 | 5381 | 5559 | 5744 | 6096 | 6337 |
| RC-028-11 | Regular Formula Rate | | 4414 | 4549 | 4594 | 4751 | 4904 | 5082 | 5247 | 5412 | 5700 | 5926 |
| | Alternative Formula Rate | | 4586 | 4729 | 4782 | 4951 | 5110 | 5294 | 5471 | 5643 | 5948 | 6186 |
| | Maximum Security Rate | | 4674 | 4820 | 4875 | 5046 | 5210 | 5396 | 5574 | 5752 | 6055 | 6297 |
| RC-028-11.5 | Regular Formula Rate | | 4518 | 4658 | 4706 | 4867 | 5020 | 5191 | 5367 | 5552 | 5856 | 6090 |
| | Alternative Formula Rate | | 4698 | 4844 | 4895 | 5071 | 5231 | 5409 | 5594 | 5795 | 6112 | 6359 |
| | Maximum Security Rate | | 4786 | 4937 | 4992 | 5167 | 5331 | 5516 | 5706 | 5910 | 6231 | 6480 |
| RC-028-12 | Regular Formula Rate | | 4586 | 4729 | 4782 | 4955 | 5116 | 5309 | 5483 | 5683 | 5991 | 6228 |
| | Alternative Formula Rate | | 4772 | 4919 | 4976 | 5159 | 5330 | 5534 | 5726 | 5930 | 6253 | 6505 |
| | Maximum Security Rate | | 4861 | 5015 | 5073 | 5258 | 5430 | 5641 | 5833 | 6042 | 6367 | 6622 |
| RC-028-12.5 | Regular Formula Rate | | 4694 | 4841 | 4892 | 5074 | 5249 | 5451 | 5638 | 5821 | 6139 | 6386 |
| | Alternative Formula Rate | | 4885 | 5037 | 5097 | 5285 | 5476 | 5683 | 5886 | 6077 | 6422 | 6673 |
| | Maximum Security Rate | | 4976 | 5133 | 5193 | 5390 | 5577 | 5795 | 5996 | 6186 | 6530 | 6789 |
| RC-028-13 | Regular Formula Rate | | 4756 | 4904 | 4960 | 5141 | 5336 | 5536 | 5737 | 5953 | 6286 | 6533 |
| | Alternative Formula Rate | | 4949 | 5104 | 5164 | 5352 | 5567 | 5783 | 5995 | 6215 | 6568 | 6832 |
| | Maximum Security Rate | | 5042 | 5198 | 5264 | 5456 | 5674 | 5894 | 6102 | 6327 | 6682 | 6949 |
| RC-028-14 | Regular Formula Rate | | 4954 | 5108 | 5173 | 5367 | 5577 | 5821 | 6032 | 6261 | 6629 | 6894 |
| | Alternative Formula Rate | | 5161 | 5324 | 5393 | 5594 | 5826 | 6077 | 6305 | 6547 | 6925 | 7200 |
| | Maximum Security Rate | | 5255 | 5418 | 5492 | 5706 | 5928 | 6186 | 6420 | 6657 | 7036 | 7315 |
| RC-028-15 | Regular Formula Rate | | 5148 | 5309 | 5378 | 5615 | 5846 | 6074 | 6319 | 6558 | 6953 | 7227 |
| | Alternative Formula Rate | | 5368 | 5537 | 5612 | 5857 | 6102 | 6346 | 6609 | 6853 | 7260 | 7555 |
| | Maximum Security Rate | | 5465 | 5637 | 5712 | 5967 | 6208 | 6458 | 6721 | 6965 | 7375 | 7669 |
| RC-028-16 | Regular Formula Rate | | 5384 | 5552 | 5629 | 5879 | 6139 | 6394 | 6660 | 6926 | 7337 | 7631 |
| | Alternative Formula Rate | | 5615 | 5792 | 5871 | 6139 | 6422 | 6686 | 6964 | 7240 | 7670 | 7980 |
| | Maximum Security Rate | | 5722 | 5897 | 5985 | 6249 | 6530 | 6799 | 7072 | 7352 | 7776 | 8089 |
| RC-028-17 | Regular Formula Rate | | 5637 | 5813 | 5897 | 6168 | 6453 | 6726 | 6999 | 7282 | 7715 | 8026 |
| | Alternative Formula Rate | | 5876 | 6061 | 6154 | 6447 | 6742 | 7027 | 7312 | 7611 | 8063 | 8389 |
| | Maximum Security Rate | | 5981 | 6168 | 6263 | 6561 | 6859 | 7141 | 7425 | 7721 | 8181 | 8505 |
| RC-028-18 | Regular Formula Rate | | 5928 | 6113 | 6207 | 6505 | 6806 | 7120 | 7406 | 7705 | 8163 | 8493 |
| | Alternative Formula Rate | | 6187 | 6379 | 6483 | 6801 | 7118 | 7440 | 7745 | 8054 | 8536 | 8876 |
| | Maximum Security Rate | | 6287 | 6485 | 6590 | 6911 | 7227 | 7553 | 7857 | 8168 | 8642 | 8992 |
| RC-028-19 | Regular Formula Rate | | 6242 | 6436 | 6539 | 6873 | 7196 | 7529 | 7849 | 8177 | 8675 | 9021 |
| | Alternative Formula Rate | | 6520 | 6723 | 6835 | 7186 | 7517 | 7876 | 8202 | 8548 | 9062 | 9427 |
| | Maximum Security Rate | | 6624 | 6835 | 6952 | 7300 | 7633 | 7985 | 8318 | 8661 | 9175 | 9542 |
| RC-028-21 | Regular Formula Rate | | 6952 | 7172 | 7299 | 7673 | 8043 | 8418 | 8800 | 9168 | 9740 | 10130 |
| | Alternative Formula Rate | | 7262 | 7491 | 7627 | 8018 | 8406 | 8795 | 9200 | 9585 | 10181 | 10587 |
| | Maximum Security Rate | | 7369 | 7602 | 7739 | 8128 | 8515 | 8913 | 9310 | 9693 | 10291 | 10701 |

RATES OF PAY - RC-028
EFFECTIVE JULY 1, 2026

3.50%

STEPS

| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|------|-------|
| RC-028-03.5 | Regular Formula Rate | | 3730 | 3849 | 3868 | 3962 | 4063 | 4166 | 4261 | 4369 | 4554 | 4733 |
| | Alternative Formula Rate | | 3872 | 3993 | 4019 | 4116 | 4227 | 4329 | 4428 | 4538 | 4731 | 4922 |
| | Maximum Security Rate | | 3965 | 4086 | 4114 | 4222 | 4328 | 4432 | 4526 | 4639 | 4833 | 5029 |
| RC-028-04 | Regular Formula Rate | | 3730 | 3849 | 3868 | 3970 | 4079 | 4169 | 4282 | 4380 | 4565 | 4751 |
| | Alternative Formula Rate | | 3872 | 3993 | 4019 | 4121 | 4233 | 4331 | 4452 | 4554 | 4745 | 4936 |
| | Maximum Security Rate | | 3965 | 4086 | 4114 | 4227 | 4333 | 4437 | 4556 | 4651 | 4844 | 5043 |
| RC-028-06 | Regular Formula Rate | | 3935 | 4057 | 4084 | 4187 | 4301 | 4422 | 4532 | 4660 | 4858 | 5051 |
| | Alternative Formula Rate | | 4080 | 4207 | 4239 | 4353 | 4471 | 4599 | 4718 | 4842 | 5051 | 5254 |
| | Maximum Security Rate | | 4173 | 4304 | 4336 | 4455 | 4570 | 4703 | 4821 | 4949 | 5154 | 5364 |
| RC-028-06h | Regular Formula Rate | | 24.22 | 24.97 | 25.13 | 25.77 | 26.47 | 27.21 | 27.89 | 28.68 | 29.9 | 31.08 |
| RC-028-07 | Regular Formula Rate | | 4034 | 4162 | 4187 | 4307 | 4436 | 4558 | 4680 | 4814 | 5032 | 5231 |
| | Alternative Formula Rate | | 4187 | 4319 | 4353 | 4476 | 4612 | 4737 | 4869 | 5004 | 5239 | 5449 |
| | Maximum Security Rate | | 4282 | 4416 | 4455 | 4579 | 4708 | 4838 | 4972 | 5102 | 5342 | 5555 |
| RC-028-08 | Regular Formula Rate | | 4144 | 4274 | 4307 | 4444 | 4573 | 4718 | 4844 | 4985 | 5221 | 5429 |
| | Alternative Formula Rate | | 4307 | 4440 | 4476 | 4624 | 4755 | 4908 | 5040 | 5193 | 5437 | 5655 |
| | Maximum Security Rate | | 4401 | 4537 | 4579 | 4719 | 4858 | 5013 | 5149 | 5295 | 5539 | 5764 |
| RC-028-09 | Regular Formula Rate | | 4272 | 4407 | 4444 | 4581 | 4728 | 4873 | 5030 | 5179 | 5424 | 5641 |
| | Alternative Formula Rate | | 4443 | 4582 | 4624 | 4766 | 4919 | 5070 | 5236 | 5393 | 5648 | 5878 |
| | Maximum Security Rate | | 4531 | 4675 | 4719 | 4865 | 5019 | 5176 | 5341 | 5499 | 5758 | 5991 |
| RC-028-09.5 | Regular Formula Rate | | 4375 | 4513 | 4554 | 4694 | 4848 | 5002 | 5171 | 5321 | 5582 | 5803 |
| | Alternative Formula Rate | | 4544 | 4686 | 4731 | 4882 | 5046 | 5210 | 5389 | 5539 | 5817 | 6051 |
| | Maximum Security Rate | | 4640 | 4788 | 4833 | 4981 | 5151 | 5312 | 5494 | 5647 | 5931 | 6164 |
| RC-028-10 | Regular Formula Rate | | 4407 | 4544 | 4585 | 4754 | 4895 | 5057 | 5215 | 5375 | 5649 | 5879 |
| | Alternative Formula Rate | | 4582 | 4723 | 4771 | 4947 | 5093 | 5267 | 5431 | 5603 | 5902 | 6135 |
| | Maximum Security Rate | | 4675 | 4820 | 4869 | 5044 | 5197 | 5370 | 5535 | 5716 | 6011 | 6249 |
| RC-028-10.5 | Regular Formula Rate | | 4549 | 4690 | 4736 | 4908 | 5070 | 5248 | 5419 | 5594 | 5933 | 6173 |
| | Alternative Formula Rate | | 4728 | 4874 | 4926 | 5112 | 5284 | 5463 | 5646 | 5836 | 6199 | 6444 |
| | Maximum Security Rate | | 4823 | 4973 | 5029 | 5215 | 5387 | 5569 | 5754 | 5945 | 6309 | 6559 |
| RC-028-11 | Regular Formula Rate | | 4568 | 4708 | 4755 | 4917 | 5076 | 5260 | 5431 | 5601 | 5900 | 6133 |
| | Alternative Formula Rate | | 4747 | 4895 | 4949 | 5124 | 5289 | 5479 | 5662 | 5841 | 6156 | 6403 |
| | Maximum Security Rate | | 4838 | 4989 | 5046 | 5223 | 5392 | 5585 | 5769 | 5953 | 6267 | 6517 |
| RC-028-11.5 | Regular Formula Rate | | 4676 | 4821 | 4871 | 5037 | 5196 | 5373 | 5555 | 5746 | 6061 | 6303 |
| | Alternative Formula Rate | | 4862 | 5014 | 5066 | 5248 | 5414 | 5598 | 5790 | 5998 | 6326 | 6582 |
| | Maximum Security Rate | | 4954 | 5110 | 5167 | 5348 | 5518 | 5709 | 5906 | 6117 | 6449 | 6707 |
| RC-028-12 | Regular Formula Rate | | 4747 | 4895 | 4949 | 5128 | 5295 | 5495 | 5675 | 5882 | 6201 | 6446 |
| | Alternative Formula Rate | | 4939 | 5091 | 5150 | 5340 | 5517 | 5728 | 5926 | 6138 | 6472 | 6733 |
| | Maximum Security Rate | | 5031 | 5191 | 5251 | 5442 | 5620 | 5838 | 6037 | 6253 | 6590 | 6854 |
| RC-028-12.5 | Regular Formula Rate | | 4858 | 5010 | 5063 | 5252 | 5433 | 5642 | 5835 | 6025 | 6354 | 6610 |
| | Alternative Formula Rate | | 5056 | 5213 | 5275 | 5470 | 5668 | 5882 | 6092 | 6290 | 6647 | 6907 |
| | Maximum Security Rate | | 5150 | 5313 | 5375 | 5579 | 5772 | 5998 | 6206 | 6403 | 6759 | 7027 |
| RC-028-13 | Regular Formula Rate | | 4922 | 5076 | 5134 | 5321 | 5523 | 5730 | 5938 | 6161 | 6506 | 6762 |
| | Alternative Formula Rate | | 5122 | 5283 | 5345 | 5539 | 5762 | 5985 | 6205 | 6433 | 6798 | 7071 |
| | Maximum Security Rate | | 5218 | 5380 | 5448 | 5647 | 5873 | 6100 | 6316 | 6548 | 6916 | 7192 |
| RC-028-14 | Regular Formula Rate | | 5127 | 5287 | 5354 | 5555 | 5772 | 6025 | 6243 | 6480 | 6861 | 7135 |
| | Alternative Formula Rate | | 5342 | 5510 | 5582 | 5790 | 6030 | 6290 | 6526 | 6776 | 7167 | 7452 |
| | Maximum Security Rate | | 5439 | 5608 | 5684 | 5906 | 6135 | 6403 | 6645 | 6890 | 7282 | 7571 |

| | | | | | | | | | | | | |
|-----------|--------------------------|--|------|------|------|------|------|------|------|-------|-------|-------|
| RC-028-15 | Regular Formula Rate | | 5328 | 5495 | 5566 | 5812 | 6051 | 6287 | 6540 | 6788 | 7196 | 7480 |
| | Alternative Formula Rate | | 5556 | 5731 | 5808 | 6062 | 6316 | 6568 | 6840 | 7093 | 7514 | 7819 |
| | Maximum Security Rate | | 5656 | 5834 | 5912 | 6176 | 6425 | 6684 | 6956 | 7209 | 7633 | 7937 |
| RC-028-16 | Regular Formula Rate | | 5572 | 5746 | 5826 | 6085 | 6354 | 6618 | 6893 | 7168 | 7594 | 7898 |
| | Alternative Formula Rate | | 5812 | 5995 | 6076 | 6354 | 6647 | 6920 | 7208 | 7493 | 7938 | 8259 |
| | Maximum Security Rate | | 5922 | 6103 | 6194 | 6468 | 6759 | 7037 | 7320 | 7609 | 8048 | 8372 |
| RC-028-17 | Regular Formula Rate | | 5834 | 6016 | 6103 | 6384 | 6679 | 6961 | 7244 | 7537 | 7985 | 8307 |
| | Alternative Formula Rate | | 6082 | 6273 | 6369 | 6673 | 6978 | 7273 | 7568 | 7877 | 8345 | 8683 |
| | Maximum Security Rate | | 6190 | 6384 | 6482 | 6791 | 7099 | 7391 | 7685 | 7991 | 8467 | 8803 |
| RC-028-18 | Regular Formula Rate | | 6135 | 6327 | 6424 | 6733 | 7044 | 7369 | 7665 | 7975 | 8449 | 8790 |
| | Alternative Formula Rate | | 6404 | 6602 | 6710 | 7039 | 7367 | 7700 | 8016 | 8336 | 8835 | 9187 |
| | Maximum Security Rate | | 6507 | 6712 | 6821 | 7153 | 7480 | 7817 | 8132 | 8454 | 8944 | 9307 |
| RC-028-19 | Regular Formula Rate | | 6460 | 6661 | 6768 | 7114 | 7448 | 7793 | 8124 | 8463 | 8979 | 9337 |
| | Alternative Formula Rate | | 6748 | 6958 | 7074 | 7438 | 7780 | 8152 | 8489 | 8847 | 9379 | 9757 |
| | Maximum Security Rate | | 6856 | 7074 | 7195 | 7556 | 7900 | 8264 | 8609 | 8964 | 9496 | 9876 |
| RC-028-21 | Regular Formula Rate | | 7195 | 7423 | 7554 | 7942 | 8325 | 8713 | 9108 | 9489 | 10081 | 10485 |
| | Alternative Formula Rate | | 7516 | 7753 | 7894 | 8299 | 8700 | 9103 | 9522 | 9920 | 10537 | 10958 |
| | Maximum Security Rate | | 7627 | 7868 | 8010 | 8412 | 8813 | 9225 | 9636 | 10032 | 10651 | 11076 |

PART XX
RC-042 TITLES AND SALARY GRADES

RC-042 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|---------------|---|------------|
| 05598 | Building/Grounds Laborer R | C-042-01 |
| 05601 | Building/Grounds Lead I | RC-042-04 |
| 05602 | Building/Grounds Lead II | RC-042-05 |
| 05605 | Building/Grounds Supervisor | RC-042-07 |
| 05613 | Building/Grounds Maintenance Worker | RC-042-02 |
| 21687 | Intermittent Laborer (Maintenance) | RC-042-01h |
| 82909 | Military Facility Administrator I | RC-042-08 |
| 82921 | Military Maintenance Engineer | RC-042-07 |
| 82953 | Military Range Control/Maintenance Specialist | RC-042-04 |
| 37551 | Race Track Maintainer I | RC-042-03 |
| 37552 | Race Track Maintainer II R | C-042-06 |
| 38119 | Refrigeration and Air Conditioning Repairer | RC-042-07 |
| 41000 | Sign Shop Foreman | RC-042-07 |

RATES OF PAY - RC-042
EFFECTIVE JULY 1, 2023

4.00%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-042-01 | Regular Formula Rate | 3858 | 3983 | 4105 | 4145 | 4287 | 4426 | 4586 | 4736 | 4884 | 5143 | 5348 |
| | Alternative Formula Rate | 4010 | 4139 | 4267 | 4315 | 4468 | 4612 | 4778 | 4938 | 5093 | 5368 | 5582 |
| | Maximum Security Rate | 4086 | 4218 | 4350 | 4400 | 4553 | 4701 | 4869 | 5030 | 5190 | 5464 | 5683 |
| RC-042-01h | Regular Formula Rate | 23.65 | 24.42 | 25.16 | 25.41 | 26.28 | 27.13 | 28.11 | 29.03 | 29.94 | 31.53 | 32.78 |
| | Alternative Formula Rate | 24.58 | 25.37 | 26.16 | 26.45 | 27.39 | 28.27 | 29.29 | 30.27 | 31.22 | 32.91 | 34.22 |
| | Maximum Security Rate | 25.05 | 25.86 | 26.67 | 26.97 | 27.91 | 28.82 | 29.85 | 30.84 | 31.82 | 33.50 | 34.84 |
| RC-042-02 | Regular Formula Rate | 4010 | 4139 | 4267 | 4315 | 4472 | 4618 | 4791 | 4948 | 5129 | 5406 | 5620 |
| | Alternative Formula Rate | 4169 | 4306 | 4439 | 4491 | 4656 | 4810 | 4994 | 5167 | 5352 | 5643 | 5870 |
| | Maximum Security Rate | 4249 | 4386 | 4525 | 4578 | 4744 | 4900 | 5091 | 5263 | 5452 | 5745 | 5976 |
| RC-042-03 | Regular Formula Rate | 4158 | 4292 | 4426 | 4476 | 4640 | 4816 | 4996 | 5178 | 5373 | 5672 | 5896 |
| | Alternative Formula Rate | 4325 | 4466 | 4606 | 4660 | 4830 | 5023 | 5219 | 5410 | 5609 | 5927 | 6165 |
| | Maximum Security Rate | 4406 | 4549 | 4691 | 4750 | 4924 | 5120 | 5319 | 5506 | 5710 | 6030 | 6271 |
| RC-042-04 | Regular Formula Rate | 4158 | 4292 | 4426 | 4476 | 4640 | 4816 | 4996 | 5178 | 5373 | 5672 | 5896 |
| | Alternative Formula Rate | 4325 | 4466 | 4606 | 4660 | 4830 | 5023 | 5219 | 5410 | 5609 | 5927 | 6165 |
| | Maximum Security Rate | 4406 | 4549 | 4691 | 4750 | 4924 | 5120 | 5319 | 5506 | 5710 | 6030 | 6271 |
| RC-042-05 | Regular Formula Rate | 4499 | 4646 | 4791 | 4854 | 5067 | 5276 | 5481 | 5702 | 5918 | 6275 | 6522 |
| | Alternative Formula Rate | 4692 | 4844 | 4997 | 5064 | 5285 | 5506 | 5727 | 5964 | 6184 | 6551 | 6818 |
| | Maximum Security Rate | 4777 | 4932 | 5087 | 5155 | 5384 | 5602 | 5828 | 6065 | 6285 | 6656 | 6921 |
| RC-042-06 | Regular Formula Rate | 4499 | 4646 | 4791 | 4854 | 5067 | 5276 | 5481 | 5702 | 5918 | 6275 | 6522 |
| | Alternative Formula Rate | 4692 | 4844 | 4997 | 5064 | 5285 | 5506 | 5727 | 5964 | 6184 | 6551 | 6818 |
| | Maximum Security Rate | 4777 | 4932 | 5087 | 5155 | 5384 | 5602 | 5828 | 6065 | 6285 | 6656 | 6921 |
| RC-042-07 | Regular Formula Rate | 4499 | 4646 | 4791 | 4854 | 5067 | 5276 | 5481 | 5702 | 5918 | 6275 | 6522 |
| | Alternative Formula Rate | 4692 | 4844 | 4997 | 5064 | 5285 | 5506 | 5727 | 5964 | 6184 | 6551 | 6818 |
| | Maximum Security Rate | 4777 | 4932 | 5087 | 5155 | 5384 | 5602 | 5828 | 6065 | 6285 | 6656 | 6921 |
| RC-042-08 | Regular Formula Rate | 5181 | 5350 | 5517 | 5601 | 5870 | 6141 | 6425 | 6684 | 6953 | 7367 | 7664 |
| | Alternative Formula Rate | 5408 | 5583 | 5757 | 5851 | 6138 | 6424 | 6714 | 6989 | 7268 | 7703 | 8011 |
| | Maximum Security Rate | 5495 | 5673 | 5853 | 5947 | 6236 | 6522 | 6817 | 7090 | 7372 | 7799 | 8114 |

RATES OF PAY - RC-042
EFFECTIVE JANUARY 1, 2024

2.50%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-042-01 | Regular Formula Rate | 3954 | 4083 | 4208 | 4249 | 4394 | 4537 | 4701 | 4854 | 5006 | 5272 | 5482 |
| | Alternative Formula Rate | 4110 | 4242 | 4374 | 4423 | 4580 | 4727 | 4897 | 5061 | 5220 | 5502 | 5722 |
| | Maximum Security Rate | 4188 | 4323 | 4459 | 4510 | 4667 | 4819 | 4991 | 5156 | 5320 | 5601 | 5825 |
| RC-042-01h | Regular Formula Rate | 24.24 | 25.03 | 25.80 | 26.05 | 26.94 | 27.81 | 28.82 | 29.76 | 30.69 | 32.32 | 33.61 |
| | Alternative Formula Rate | 25.20 | 26.00 | 26.81 | 27.11 | 28.08 | 28.98 | 30.02 | 31.03 | 32.00 | 33.73 | 35.08 |
| | Maximum Security Rate | 25.67 | 26.50 | 27.33 | 27.65 | 28.61 | 29.54 | 30.60 | 31.61 | 32.61 | 34.34 | 35.71 |
| RC-042-02 | Regular Formula Rate | 4110 | 4242 | 4374 | 4423 | 4584 | 4733 | 4911 | 5072 | 5257 | 5541 | 5761 |
| | Alternative Formula Rate | 4273 | 4414 | 4550 | 4603 | 4772 | 4930 | 5119 | 5296 | 5486 | 5784 | 6017 |
| | Maximum Security Rate | 4355 | 4496 | 4638 | 4692 | 4863 | 5023 | 5218 | 5395 | 5588 | 5889 | 6125 |
| RC-042-03 | Regular Formula Rate | 4262 | 4399 | 4537 | 4588 | 4756 | 4936 | 5121 | 5307 | 5507 | 5814 | 6043 |
| | Alternative Formula Rate | 4433 | 4578 | 4721 | 4777 | 4951 | 5149 | 5349 | 5545 | 5749 | 6075 | 6319 |
| | Maximum Security Rate | 4516 | 4663 | 4808 | 4869 | 5047 | 5248 | 5452 | 5644 | 5853 | 6181 | 6428 |
| RC-042-04 | Regular Formula Rate | 4262 | 4399 | 4537 | 4588 | 4756 | 4936 | 5121 | 5307 | 5507 | 5814 | 6043 |
| | Alternative Formula Rate | 4433 | 4578 | 4721 | 4777 | 4951 | 5149 | 5349 | 5545 | 5749 | 6075 | 6319 |
| | Maximum Security Rate | 4516 | 4663 | 4808 | 4869 | 5047 | 5248 | 5452 | 5644 | 5853 | 6181 | 6428 |
| RC-042-05 | Regular Formula Rate | 4611 | 4762 | 4911 | 4975 | 5194 | 5408 | 5618 | 5845 | 6066 | 6432 | 6685 |
| | Alternative Formula Rate | 4809 | 4965 | 5122 | 5191 | 5417 | 5644 | 5870 | 6113 | 6339 | 6715 | 6988 |
| | Maximum Security Rate | 4896 | 5055 | 5214 | 5284 | 5519 | 5742 | 5974 | 6217 | 6442 | 6822 | 7094 |
| RC-042-06 | Regular Formula Rate | 4611 | 4762 | 4911 | 4975 | 5194 | 5408 | 5618 | 5845 | 6066 | 6432 | 6685 |
| | Alternative Formula Rate | 4809 | 4965 | 5122 | 5191 | 5417 | 5644 | 5870 | 6113 | 6339 | 6715 | 6988 |
| | Maximum Security Rate | 4896 | 5055 | 5214 | 5284 | 5519 | 5742 | 5974 | 6217 | 6442 | 6822 | 7094 |
| RC-042-07 | Regular Formula Rate | 4611 | 4762 | 4911 | 4975 | 5194 | 5408 | 5618 | 5845 | 6066 | 6432 | 6685 |
| | Alternative Formula Rate | 4809 | 4965 | 5122 | 5191 | 5417 | 5644 | 5870 | 6113 | 6339 | 6715 | 6988 |
| | Maximum Security Rate | 4896 | 5055 | 5214 | 5284 | 5519 | 5742 | 5974 | 6217 | 6442 | 6822 | 7094 |
| RC-042-08 | Regular Formula Rate | 5311 | 5484 | 5655 | 5741 | 6017 | 6295 | 6586 | 6851 | 7127 | 7551 | 7856 |
| | Alternative Formula Rate | 5543 | 5723 | 5901 | 5997 | 6291 | 6585 | 6882 | 7164 | 7450 | 7896 | 8211 |
| | Maximum Security Rate | 5632 | 5815 | 5999 | 6096 | 6392 | 6685 | 6987 | 7267 | 7556 | 7994 | 8317 |

RATES OF PAY - RC-042
EFFECTIVE JULY 1, 2024

4.00% & Elimination of Step 1c

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-042-01 | Regular Formula Rate | 4246 | 4376 | 4419 | 4570 | 4718 | 4889 | 5048 | 5206 | 5483 | 5701 |
| | Alternative Formula Rate | 4412 | 4549 | 4600 | 4763 | 4916 | 5093 | 5263 | 5429 | 5722 | 5951 |
| | Maximum Security Rate | 4496 | 4637 | 4690 | 4854 | 5012 | 5191 | 5362 | 5533 | 5825 | 6058 |
| RC-042-01h | Regular Formula Rate | 26.03 | 26.83 | 27.09 | 28.02 | 28.92 | 29.97 | 30.95 | 31.91 | 33.61 | 34.95 |
| | Alternative Formula Rate | 27.05 | 27.89 | 28.20 | 29.20 | 30.14 | 31.22 | 32.26 | 33.28 | 35.08 | 36.48 |
| | Maximum Security Rate | 27.56 | 28.43 | 28.75 | 29.76 | 30.72 | 31.82 | 32.87 | 33.92 | 35.71 | 37.14 |
| RC-042-02 | Regular Formula Rate | 4412 | 4549 | 4600 | 4767 | 4922 | 5107 | 5275 | 5467 | 5763 | 5991 |
| | Alternative Formula Rate | 4591 | 4732 | 4787 | 4963 | 5127 | 5324 | 5508 | 5705 | 6015 | 6258 |
| | Maximum Security Rate | 4676 | 4824 | 4880 | 5058 | 5224 | 5427 | 5611 | 5812 | 6125 | 6370 |
| RC-042-03 | Regular Formula Rate | 4575 | 4718 | 4772 | 4946 | 5133 | 5326 | 5519 | 5727 | 6047 | 6285 |
| | Alternative Formula Rate | 4761 | 4910 | 4968 | 5149 | 5355 | 5563 | 5767 | 5979 | 6318 | 6572 |
| | Maximum Security Rate | 4850 | 5000 | 5064 | 5249 | 5458 | 5670 | 5870 | 6087 | 6428 | 6685 |
| RC-042-04 | Regular Formula Rate | 4575 | 4718 | 4772 | 4946 | 5133 | 5326 | 5519 | 5727 | 6047 | 6285 |
| | Alternative Formula Rate | 4761 | 4910 | 4968 | 5149 | 5355 | 5563 | 5767 | 5979 | 6318 | 6572 |
| | Maximum Security Rate | 4850 | 5000 | 5064 | 5249 | 5458 | 5670 | 5870 | 6087 | 6428 | 6685 |
| RC-042-05 | Regular Formula Rate | 4952 | 5107 | 5174 | 5402 | 5624 | 5843 | 6079 | 6309 | 6689 | 6952 |
| | Alternative Formula Rate | 5164 | 5327 | 5399 | 5634 | 5870 | 6105 | 6358 | 6593 | 6984 | 7268 |
| | Maximum Security Rate | 5257 | 5423 | 5495 | 5740 | 5972 | 6213 | 6466 | 6700 | 7095 | 7378 |
| RC-042-06 | Regular Formula Rate | 4952 | 5107 | 5174 | 5402 | 5624 | 5843 | 6079 | 6309 | 6689 | 6952 |
| | Alternative Formula Rate | 5164 | 5327 | 5399 | 5634 | 5870 | 6105 | 6358 | 6593 | 6984 | 7268 |
| | Maximum Security Rate | 5257 | 5423 | 5495 | 5740 | 5972 | 6213 | 6466 | 6700 | 7095 | 7378 |
| RC-042-07 | Regular Formula Rate | 4952 | 5107 | 5174 | 5402 | 5624 | 5843 | 6079 | 6309 | 6689 | 6952 |
| | Alternative Formula Rate | 5164 | 5327 | 5399 | 5634 | 5870 | 6105 | 6358 | 6593 | 6984 | 7268 |
| | Maximum Security Rate | 5257 | 5423 | 5495 | 5740 | 5972 | 6213 | 6466 | 6700 | 7095 | 7378 |
| RC-042-08 | Regular Formula Rate | 5703 | 5881 | 5971 | 6258 | 6547 | 6849 | 7125 | 7412 | 7853 | 8170 |
| | Alternative Formula Rate | 5952 | 6137 | 6237 | 6543 | 6848 | 7157 | 7451 | 7748 | 8212 | 8539 |
| | Maximum Security Rate | 6048 | 6239 | 6340 | 6648 | 6952 | 7266 | 7558 | 7858 | 8314 | 8650 |

RATES OF PAY - RC-042
EFFECTIVE JULY 1, 2025

3.95%

STEPS

| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-042-01 | Regular Formula Rate | | 4414 | 4549 | 4594 | 4751 | 4904 | 5082 | 5247 | 5412 | 5700 | 5926 |
| | Alternative Formula Rate | | 4586 | 4729 | 4782 | 4951 | 5110 | 5294 | 5471 | 5643 | 5948 | 6186 |
| | Maximum Security Rate | | 4674 | 4820 | 4875 | 5046 | 5210 | 5396 | 5574 | 5752 | 6055 | 6297 |
| RC-042-01h | Regular Formula Rate | | 27.06 | 27.89 | 28.16 | 29.12 | 30.06 | 31.15 | 32.17 | 33.18 | 34.94 | 36.33 |
| | Alternative Formula Rate | | 28.11 | 28.99 | 29.31 | 30.35 | 31.33 | 32.45 | 33.54 | 34.59 | 36.46 | 37.92 |
| | Maximum Security Rate | | 28.65 | 29.55 | 29.89 | 30.93 | 31.94 | 33.08 | 34.17 | 35.26 | 37.12 | 38.60 |
| RC-042-02 | Regular Formula Rate | | 4586 | 4729 | 4782 | 4955 | 5116 | 5309 | 5483 | 5683 | 5991 | 6228 |
| | Alternative Formula Rate | | 4772 | 4919 | 4976 | 5159 | 5330 | 5534 | 5726 | 5930 | 6253 | 6505 |
| | Maximum Security Rate | | 4861 | 5015 | 5073 | 5258 | 5430 | 5641 | 5833 | 6042 | 6367 | 6622 |
| RC-042-03 | Regular Formula Rate | | 4756 | 4904 | 4960 | 5141 | 5336 | 5536 | 5737 | 5953 | 6286 | 6533 |
| | Alternative Formula Rate | | 4949 | 5104 | 5164 | 5352 | 5567 | 5783 | 5995 | 6215 | 6568 | 6832 |
| | Maximum Security Rate | | 5042 | 5198 | 5264 | 5456 | 5674 | 5894 | 6102 | 6327 | 6682 | 6949 |
| RC-042-04 | Regular Formula Rate | | 4756 | 4904 | 4960 | 5141 | 5336 | 5536 | 5737 | 5953 | 6286 | 6533 |
| | Alternative Formula Rate | | 4949 | 5104 | 5164 | 5352 | 5567 | 5783 | 5995 | 6215 | 6568 | 6832 |
| | Maximum Security Rate | | 5042 | 5198 | 5264 | 5456 | 5674 | 5894 | 6102 | 6327 | 6682 | 6949 |
| RC-042-05 | Regular Formula Rate | | 5148 | 5309 | 5378 | 5615 | 5846 | 6074 | 6319 | 6558 | 6953 | 7227 |
| | Alternative Formula Rate | | 5368 | 5537 | 5612 | 5857 | 6102 | 6346 | 6609 | 6853 | 7260 | 7555 |
| | Maximum Security Rate | | 5465 | 5637 | 5712 | 5967 | 6208 | 6458 | 6721 | 6965 | 7375 | 7669 |
| RC-042-06 | Regular Formula Rate | | 5148 | 5309 | 5378 | 5615 | 5846 | 6074 | 6319 | 6558 | 6953 | 7227 |
| | Alternative Formula Rate | | 5368 | 5537 | 5612 | 5857 | 6102 | 6346 | 6609 | 6853 | 7260 | 7555 |
| | Maximum Security Rate | | 5465 | 5637 | 5712 | 5967 | 6208 | 6458 | 6721 | 6965 | 7375 | 7669 |
| RC-042-07 | Regular Formula Rate | | 5148 | 5309 | 5378 | 5615 | 5846 | 6074 | 6319 | 6558 | 6953 | 7227 |
| | Alternative Formula Rate | | 5368 | 5537 | 5612 | 5857 | 6102 | 6346 | 6609 | 6853 | 7260 | 7555 |
| | Maximum Security Rate | | 5465 | 5637 | 5712 | 5967 | 6208 | 6458 | 6721 | 6965 | 7375 | 7669 |
| RC-042-08 | Regular Formula Rate | | 5928 | 6113 | 6207 | 6505 | 6806 | 7120 | 7406 | 7705 | 8163 | 8493 |
| | Alternative Formula Rate | | 6187 | 6379 | 6483 | 6801 | 7118 | 7440 | 7745 | 8054 | 8536 | 8876 |
| | Maximum Security Rate | | 6287 | 6485 | 6590 | 6911 | 7227 | 7553 | 7857 | 8168 | 8642 | 8992 |

RATES OF PAY - RC-042
EFFECTIVE JULY 1, 2026

3.50%

STEPS

| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-042-01 | Regular Formula Rate | | 4568 | 4708 | 4755 | 4917 | 5076 | 5260 | 5431 | 5601 | 5900 | 6133 |
| | Alternative Formula Rate | | 4747 | 4895 | 4949 | 5124 | 5289 | 5479 | 5662 | 5841 | 6156 | 6403 |
| | Maximum Security Rate | | 4838 | 4989 | 5046 | 5223 | 5392 | 5585 | 5769 | 5953 | 6267 | 6517 |
| RC-042-01h | Regular Formula Rate | | 28.00 | 28.86 | 29.15 | 30.14 | 31.12 | 32.25 | 33.29 | 34.34 | 36.17 | 37.60 |
| | Alternative Formula Rate | | 29.10 | 30.01 | 30.34 | 31.41 | 32.42 | 33.59 | 34.71 | 35.81 | 37.74 | 39.25 |
| | Maximum Security Rate | | 29.66 | 30.58 | 30.93 | 32.02 | 33.05 | 34.24 | 35.37 | 36.49 | 38.42 | 39.95 |
| RC-042-02 | Regular Formula Rate | | 4747 | 4895 | 4949 | 5128 | 5295 | 5495 | 5675 | 5882 | 6201 | 6446 |
| | Alternative Formula Rate | | 4939 | 5091 | 5150 | 5340 | 5517 | 5728 | 5926 | 6138 | 6472 | 6733 |
| | Maximum Security Rate | | 5031 | 5191 | 5251 | 5442 | 5620 | 5838 | 6037 | 6253 | 6590 | 6854 |
| RC-042-03 | Regular Formula Rate | | 4922 | 5076 | 5134 | 5321 | 5523 | 5730 | 5938 | 6161 | 6506 | 6762 |
| | Alternative Formula Rate | | 5122 | 5283 | 5345 | 5539 | 5762 | 5985 | 6205 | 6433 | 6798 | 7071 |
| | Maximum Security Rate | | 5218 | 5380 | 5448 | 5647 | 5873 | 6100 | 6316 | 6548 | 6916 | 7192 |
| RC-042-04 | Regular Formula Rate | | 4922 | 5076 | 5134 | 5321 | 5523 | 5730 | 5938 | 6161 | 6506 | 6762 |
| | Alternative Formula Rate | | 5122 | 5283 | 5345 | 5539 | 5762 | 5985 | 6205 | 6433 | 6798 | 7071 |
| | Maximum Security Rate | | 5218 | 5380 | 5448 | 5647 | 5873 | 6100 | 6316 | 6548 | 6916 | 7192 |
| RC-042-05 | Regular Formula Rate | | 5328 | 5495 | 5566 | 5812 | 6051 | 6287 | 6540 | 6788 | 7196 | 7480 |
| | Alternative Formula Rate | | 5556 | 5731 | 5808 | 6062 | 6316 | 6568 | 6840 | 7093 | 7514 | 7819 |
| | Maximum Security Rate | | 5656 | 5834 | 5912 | 6176 | 6425 | 6684 | 6956 | 7209 | 7633 | 7937 |
| RC-042-06 | Regular Formula Rate | | 5328 | 5495 | 5566 | 5812 | 6051 | 6287 | 6540 | 6788 | 7196 | 7480 |
| | Alternative Formula Rate | | 5556 | 5731 | 5808 | 6062 | 6316 | 6568 | 6840 | 7093 | 7514 | 7819 |
| | Maximum Security Rate | | 5656 | 5834 | 5912 | 6176 | 6425 | 6684 | 6956 | 7209 | 7633 | 7937 |
| RC-042-07 | Regular Formula Rate | | 5328 | 5495 | 5566 | 5812 | 6051 | 6287 | 6540 | 6788 | 7196 | 7480 |
| | Alternative Formula Rate | | 5556 | 5731 | 5808 | 6062 | 6316 | 6568 | 6840 | 7093 | 7514 | 7819 |
| | Maximum Security Rate | | 5656 | 5834 | 5912 | 6176 | 6425 | 6684 | 6956 | 7209 | 7633 | 7937 |
| RC-042-08 | Regular Formula Rate | | 6135 | 6327 | 6424 | 6733 | 7044 | 7369 | 7665 | 7975 | 8449 | 8790 |
| | Alternative Formula Rate | | 6404 | 6602 | 6710 | 7039 | 7367 | 7700 | 8016 | 8336 | 8835 | 9187 |
| | Maximum Security Rate | | 6507 | 6712 | 6821 | 7153 | 7480 | 7817 | 8132 | 8454 | 8944 | 9307 |

PART XXI
RC-062 TITLES AND SALARY GRADES

RC-062 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|---------------|--|-----------|
| 00130 | Accountant | RC-062-14 |
| 00133 | Accountant Advanced | RC-062-16 |
| 00135 | Accountant Supervisor | RC-062-18 |
| 00140 | Accounting and Fiscal Administration Career Trainee | RC-062-12 |
| 00157 | Activity Therapist | RC-062-15 |
| 00160 | Activity Therapist Coordinator | RC-062-17 |
| 00163 | Activity Therapist Supervisor | RC-062-20 |
| 00187 | Actuarial Assistant | RC-062-16 |
| 00195 | Actuarial Examiner | RC-062-16 |
| 00196 | Actuarial Examiner Trainee | RC-062-13 |
| 00197 | Actuarial Senior Examiner | RC-062-19 |
| 00201 | Actuary I | RC-062-20 |
| 00202 | Actuary II | RC-062-24 |
| 00804 | Agricultural Market News Assistant | RC-062-12 |
| 00807 | Agricultural Marketing Reporter | RC-062-18 |
| 00810 | Agricultural Marketing Representative | RC-062-18 |
| 00831 | Agriculture Land & Water Resource Specialist I | RC-062-14 |
| 00832 | Agriculture Land & Water Resource Specialist II | RC-062-17 |
| 00833 | Agriculture Land & Water Resource Specialist III | RC-062-20 |
| 00955 | Aircraft Pilot I | RC-062-19 |
| 00956 | Aircraft Pilot II | RC-062-22 |
| 00957 | Aircraft Pilot II - Dual Rating | RC-062-23 |
| 51375 | Alternate Steward | RC-062-19 |
| 01061 | Amusement Ride Safety Inspector | RC-062-16 |
| 01251 | Appraisal Specialist I | RC-062-14 |
| 01252 | Appraisal Specialist II | RC-062-16 |
| 01253 | Appraisal Specialist III | RC-062-18 |
| 01523 | Arts Council Associate | RC-062-12 |
| 01526 | Arts Council Program Coordinator | RC-062-18 |
| 01527 | Arts Council Program Representative | RC-062-15 |
| 01530 | Assignment Coordinator | RC-062-20 |
| 04131 | Bank Examiner I | RC-062-16 |
| 04132 | Bank Examiner II | RC-062-19 |
| 04133 | Bank Examiner III | RC-062-22 |
| 04371 | Behavior Analyst I | RC-062-17 |
| 04372 | Behavior Analyst II | RC-062-19 |
| 04375 | Behavior Analyst Associate | RC-062-15 |
| 04915 | Boiler Safety Supervisor | RC-062-24 |
| 05810 | Business Administrative Specialist | RC-062-16 |
| 05815 | Business Manager | RC-062-18 |
| 05900 | Buyer | RC-062-18 |
| 05951 | Cancer Registrar I | RC-062-14 |
| 05952 | Cancer Registrar II | RC-062-16 |
| 05953 | Cancer Registrar III | RC-062-20 |
| 05954 | Cancer Registrar Assistant Manager | RC-062-22 |
| 05955 | Cancer Registrar Manager | RC-062-24 |
| 06515 | Capital Development Board Account Technician | RC-062-11 |
| 06520 | Capital Development Board Construction Support Analyst | RC-062-11 |
| 06530 | Capital Development Board Project Technician | RC-062-12 |
| 06533 | Capital Development Board Art in Architecture Technician | RC-062-12 |

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| 61906 | Capital Planning Liaison | RC-062-19 |
| 61911 | Capital Program Analyst | RC-062-17 |
| 61910 | Capital Program Analyst Trainee | RC-062-15 |
| 06941 | Chemist I | RC-062-16 |
| 06942 | Chemist II | RC-062-19 |
| 06943 | Chemist III | RC-062-21 |
| 65395 | Chief Veterinary Technician | RC-062-10 |
| 92340 | Chief State Steward | RC-062-24 |
| 07161 | Child Protection Advanced Specialist | RC-062-20 |
| 07162 | Child Protection Associate Specialist | RC-062-17 |
| 07163 | Child Protection Specialist | RC-062-19 |
| 07198 | Child Support Specialist I | RC-062-16 |
| 07199 | Child Support Specialist II | RC-062-17 |
| 07200 | Child Support Specialist Trainee | RC-062-12 |
| 07204 | Child Welfare Staff Development Coordinator IV | RC-062-22 |
| 07216 | Child Welfare Associate Specialist | RC-062-17 |
| 07241 | Children and Family Service Intern, Option 1 | RC-062-12 |
| 07242 | Children and Family Service Intern, Option 2 | RC-062-15 |
| 08220 | Clinical Laboratory Technologist I | RC-062-18 |
| 08221 | Clinical Laboratory Technologist II | RC-062-19 |
| 08229 | Clinical Laboratory Technologist Trainee | RC-062-14 |
| 08280 | CMS Human Resources Advanced Specialist | RC-062-22 |
| 08860 | Communications Systems Specialist | RC-062-23 |
| 08891 | Community Management Specialist I | RC-062-15 |
| 08892 | Community Management Specialist II | RC-062-17 |
| 08893 | Community Management Specialist III | RC-062-19 |
| 08901 | Community Planner I | RC-062-15 |
| 08902 | Community Planner II | RC-062-17 |
| 08903 | Community Planner III | RC-062-19 |
| 67028 | Compliance Specialist | RC-062-16 |
| 09300 | Conservation Education Representative | RC-062-12 |
| 09311 | Conservation Grant Administrator I | RC-062-18 |
| 09312 | Conservation Grant Administrator II | RC-062-20 |
| 09313 | Conservation Grant Administrator III | RC-062-22 |
| 09525 | Construction Program Assistant | RC-062-12 |
| 67341 | Consumer Counselor I | RC-062-14 |
| 67342 | Consumer Counselor II | RC-062-16 |
| 67343 | Consumer Counselor III | RC-062-18 |
| 67351 | Consumer Policy Analyst | RC-062-21 |
| 67352 | Consumer Program Coordinator | RC-062-20 |
| 67491 | Contract Executive | RC-062-21 |
| 09661 | Correctional Counselor I | RC-062-15 |
| 09662 | Correctional Counselor II | RC-062-17 |
| 09663 | Correctional Counselor III | RC-062-19 |
| 09750 | Corrections Apprehension Specialist | RC-062-19 |
| 09803 | Corrections Industries Marketing Representative | RC-062-17 |
| 09811 | Corrections Leisure Activities Specialist I | RC-062-15 |
| 09812 | Corrections Leisure Activities Specialist II | RC-062-17 |
| 09813 | Corrections Leisure Activities Specialist III | RC-062-19 |
| 09819 | Corrections Law Library Assistant | RC-062-14 |
| 09842 | Corrections Parole Agent | RC-062-17 |
| 09844 | Corrections Senior Parole Agent | RC-062-19 |
| 10161 | Criminal Intelligence Analyst I | RC-062-18 |
| 10162 | Criminal Intelligence Analyst II | RC-062-20 |
| 10165 | Criminal Intelligence Analyst Specialist | RC-062-22 |
| 10231 | Criminal Justice Specialist I | RC-062-16 |
| 10232 | Criminal Justice Specialist II | RC-062-20 |
| 10236 | Criminal Justice Specialist Trainee | RC-062-13 |

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| 11435 | Data Processing Supervisor I | RC-062-11 |
| 11436 | Data Processing Supervisor II | RC-062-14 |
| 11437 | Data Processing Supervisor III | RC-062-18 |
| 11471 | Day Care Licensing Representative I | RC-062-16 |
| 12361 | Developmental Disabilities Council Program Planner I | RC-062-12 |
| 12362 | Developmental Disabilities Council Program Planner II | RC-062-16 |
| 12363 | Developmental Disabilities Council Program Planner III | RC-062-18 |
| 12501 | Dietary Manager I | RC-062-16 |
| 12502 | Dietary Manager II | RC-062-18 |
| 12510 | Dietitian | RC-062-15 |
| 12530 | Disability Appeals Officer | RC-062-22 |
| 12537 | Disability Claims Adjudicator I | RC-062-16 |
| 12538 | Disability Claims Adjudicator II | RC-062-18 |
| 12539 | Disability Claims Adjudicator Trainee | RC-062-13 |
| 12540 | Disability Claims Analyst | RC-062-21 |
| 12558 | Disability Claims Specialist | RC-062-19 |
| 12560 | Disability Rights Manager | RC-062-19 |
| 12585 | Disaster Services Planner | RC-062-19 |
| 12640 | Document Examiner | RC-062-22 |
| 12931 | Economic Development Representative I | RC-062-17 |
| 12932 | Economic Development Representative II | RC-062-19 |
| 12965 | Educational Diagnostician | RC-062-12 |
| 70230 | Electric Field Inspector I | RC-062-16 |
| 13600 | Employment Security Field Office Supervisor | RC-062-20 |
| 13621 | Employment Security Manpower Representative I | RC-062-12 |
| 13622 | Employment Security Manpower Representative II | RC-062-14 |
| 13650 | Employment Security Program Representative | RC-062-14 |
| 13651 | Employment Security Program Representative - Intermittent | RC-062-14h |
| 13667 | Employment Security Service Representative | RC-062-16 |
| 13667 | Employment Security Service Representative (Intermittent) | RC-062-16h |
| 13671 | Employment Security Specialist I | RC-062-14 |
| 13672 | Employment Security Specialist II | RC-062-16 |
| 13673 | Employment Security Specialist III | RC-062-19 |
| 13681 | Employment Security Tax Auditor I | RC-062-17 |
| 13682 | Employment Security Tax Auditor II | RC-062-19 |
| 13711 | Energy and Natural Resources Specialist I | RC-062-15 |
| 13712 | Energy and Natural Resources Specialist II | RC-062-17 |
| 13713 | Energy and Natural Resources Specialist III | RC-062-19 |
| 13715 | Energy and Natural Resources Specialist Trainee | RC-062-12 |
| 13734 | Engineering Technician IV | RC-062-18 |
| 13768 | Environmental Health Specialist I | RC-062-14 |
| 13769 | Environmental Health Specialist II | RC-062-16 |
| 13770 | Environmental Health Specialist III | RC-062-18 |
| 13785 | Environmental Protection Associate | RC-062-12 |
| 13821 | Environmental Protection Specialist I | RC-062-14 |
| 13822 | Environmental Protection Specialist II | RC-062-16 |
| 13823 | Environmental Protection Specialist III | RC-062-18 |
| 13824 | Environmental Protection Specialist IV | RC-062-23 |
| 13837 | Equal Pay Specialist | RC-062-17 |
| 13851 | Executive I | RC-062-18 |
| 13852 | Executive II | RC-062-20 |
| 70995 | Executive V | RC-062-20 |
| 72009 | Financial and Budget Assistant | RC-062-14 |
| 14971 | Financial Institutions Examiner I | RC-062-16 |
| 14972 | Financial Institutions Examiner II | RC-062-19 |
| 14973 | Financial Institutions Examiner III | RC-062-22 |
| 14978 | Financial Institutions Examiner Trainee | RC-062-13 |
| 15351 | Fire Protection Specialist I | RC-062-16 |

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| 15371 | Firearms Eligibility Analyst I | RC-062-13 |
| 15372 | Firearms Eligibility Analyst II | RC-062-16 |
| 15375 | Firearms Eligibility Analyst Trainee | RC-062-11 |
| 15640 | Flight Safety Coordinator | RC-062-22 |
| 15891 | Forensic Scientist I | RC-062-18 |
| 15892 | Forensic Scientist II | RC-062-20 |
| 15893 | Forensic Scientist III | RC-062-22 |
| 15897 | Forensic Scientist Trainee | RC-062-15 |
| 17171 | Gaming Licensing Analyst | RC-062-15 |
| 17172 | Gaming Licensing Specialist | RC-062-16 |
| 17181 | Gaming Operations Supervisor | RC-062-26 |
| 17187 | Gaming Shift Supervisor | RC-062-24 |
| 17191 | Gaming Senior Special Agent | RC-062-23 |
| 17192 | Gaming Special Agent | RC-062-19 |
| 17195 | Gaming Special Agent Trainee | RC-062-14 |
| 17201 | Gaming Unit Supervisor | RC-062-26 |
| 73929 | General Service Administrator I | RC-062-18 |
| 17710 | Guardianship Representative | RC-062-17 |
| 17960 | Habilitation Program Coordinator | RC-062-17 |
| 17981 | Handicapped Services Representative I | RC-062-11 |
| 18011 | Health Facilities Surveyor I | RC-062-16 |
| 18012 | Health Facilities Surveyor II | RC-062-19 |
| 18013 | Health Facilities Surveyor III | RC-062-20 |
| 18041 | Health Information Administrator | RC-062-15 |
| 18181 | Health Services Investigator I - Option A | RC-062-19 |
| 18185 | Health Services Investigator II - Option A | RC-062-22 |
| 18187 | Health Services Investigator II - Option C | RC-062-25 |
| 18977 | Historical Actor | RC-062-16 |
| 18984 | Historical Documents Conservator | RC-062-13 |
| 18985 | Historical Exhibits Designer | RC-062-15 |
| 19006 | Historical Research Editor | RC-062-14 |
| 19670 | Human Relations Representative | RC-062-16 |
| 19692 | Human Resources Representative | RC-062-17 |
| 19693 | Human Resources Specialist | RC-062-20 |
| 19768 | Human Rights Investigator Trainee | RC-062-12 |
| 19771 | Human Rights Mediator | RC-062-17 |
| 19774 | Human Rights Investigator I | RC-062-16 |
| 19775 | Human Rights Investigator II | RC-062-18 |
| 19776 | Human Rights Investigator III | RC-062-19 |
| 19778 | Human Rights Specialist I | RC-062-14 |
| 19779 | Human Rights Specialist II | RC-062-16 |
| 19780 | Human Rights Specialist III | RC-062-18 |
| 19785 | Human Services Caseworker | RC-062-16 |
| 19788 | Human Services Casework Manager | RC-062-20 |
| 19791 | Human Services Grants Coordinator I | RC-062-14 |
| 19792 | Human Services Grants Coordinator II | RC-062-17 |
| 19793 | Human Services Grants Coordinator III | RC-062-20 |
| 19796 | Human Services Grants Coordinator Trainee | RC-062-12 |
| 19810 | Human Services Sign Language Interpreter | RC-062-16 |
| 19880 | Iconographer | RC-062-12 |
| 21051 | Industrial & Community Development Representative I | RC-062-17 |
| 21052 | Industrial & Community Development Representative II | RC-062-19 |
| 21121 | Industrial Services Consultant I | RC-062-14 |
| 21122 | Industrial Services Consultant II | RC-062-16 |
| 21125 | Industrial Services Consultant Trainee | RC-062-11 |
| 21127 | Industrial Services Hygienist | RC-062-19 |
| 21130 | Industrial Services Hygienist Technician | RC-062-16 |
| 21133 | Industrial Services Hygienist Trainee | RC-062-12 |

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| 21216 | Information Technology/Communications Systems Specialist I | RC-062-19 |
| 21217 | Information Technology/Communications Systems Specialist II | RC-062-24 |
| 21500 | Instrument Designer | RC-062-18 |
| 21572 | Insurance Analyst Specialist | RC-062-14 |
| 21573 | Insurance Senior Specialist | RC-062-16 |
| 21602 | Insurance Company Claims Examiner II | RC-062-19 |
| 21608 | Insurance Company Field Staff Examiner | RC-062-16 |
| 21610 | Insurance Company Financial Examiner Trainee | RC-062-13 |
| 21613 | Insurance Financial Specialist | RC-062-20 |
| 21671 | Insurance Performance Examiner I | RC-062-14 |
| 21672 | Insurance Performance Examiner II | RC-062-17 |
| 21673 | Insurance Performance Examiner III | RC-062-20 |
| 21689 | Intermittent Unemployment Insurance Representative | RC-062-12h |
| 21721 | Internal Auditor I | RC-062-17 |
| 21726 | Internal Auditor Trainee | RC-062-13 |
| 21727 | Internal Auditor II | RC-062-20 |
| 21731 | Internal Security Investigator I | RC-062-18 |
| 21732 | Internal Security Investigator II | RC-062-21 |
| 21761 | International Marketing Representative I | RC-062-14 |
| 77700 | JULIE Investigator | RC-062-19 |
| 21991 | Juvenile Justice Youth & Family Specialist - Option 1 | RC-062-18 |
| 21992 | Juvenile Justice Youth & Family Specialist - Option 2 | RC-062-20 |
| 22003 | Kidcare Supervisor | RC-062-20 |
| 22750 | Labor Conciliator | RC-062-20 |
| 22990 | Laboratory Equipment Specialist | RC-062-18 |
| 23021 | Laboratory Quality Specialist I | RC-062-19 |
| 23022 | Laboratory Quality Specialist II | RC-062-21 |
| 23027 | Laboratory Research Specialist I | RC-062-19 |
| 23028 | Laboratory Research Specialist II | RC-062-21 |
| 23091 | Land Acquisition Agent I | RC-062-15 |
| 23092 | Land Acquisition Agent II | RC-062-18 |
| 23093 | Land Acquisition Agent III | RC-062-21 |
| 23131 | Land Reclamation Specialist I | RC-062-14 |
| 23132 | Land Reclamation Specialist II | RC-062-17 |
| 23371 | Liability Claims Adjuster I | RC-062-14 |
| 23372 | Liability Claims Adjuster II | RC-062-18 |
| 23430 | Library Associate | RC-062-12 |
| 23600 | Life Sciences Career Trainee | RC-062-12 |
| 23753 | Liquor Control Investigator | RC-062-19 |
| 23756 | Liquor Control Investigator Trainee | RC-062-14 |
| 24031 | Local Housing Advisor I | RC-062-14 |
| 24032 | Local Housing Advisor II | RC-062-16 |
| 24033 | Local Housing Advisor III | RC-062-18 |
| 24101 | Local Revenue and Fiscal Advisor I | RC-062-15 |
| 24102 | Local Revenue and Fiscal Advisor II | RC-062-17 |
| 24103 | Local Revenue and Fiscal Advisor III | RC-062-19 |
| 24504 | Lottery Regional Coordinator | RC-062-19 |
| 24515 | Lottery Sales Representative | RC-062-16 |
| 25541 | Management Operations Analyst I R | C-062-18 |
| 25542 | Management Operations Analyst II | RC-062-20 |
| 25591 | Manpower Planner I | RC-062-14 |
| 25592 | Manpower Planner II | RC-062-17 |
| 25593 | Manpower Planner III | RC-062-20 |
| 25597 | Manpower Planner Trainee | RC-062-12 |
| 81625 | Market Development Associate | RC-062-19 |
| 26501 | Medical Assistance Consultant I | RC-062-13 |
| 26502 | Medical Assistance Consultant II | RC-062-16 |
| 26503 | Medical Assistance Consultant III | RC-062-19 |

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| 26811 | Mental Health Administrator I | RC-062-18 |
| 26812 | Mental Health Administrator II | RC-062-20 |
| 26817 | Mental Health Administrator Trainee | RC-062-16 |
| 26921 | Mental Health Recovery Support Specialist I | RC-062-17 |
| 26922 | Mental Health Recovery Support Specialist II | RC-062-18 |
| 26924 | Mental Health Specialist I | RC-062-12 |
| 26925 | Mental Health Specialist II | RC-062-14 |
| 26926 | Mental Health Specialist III | RC-062-16 |
| 26928 | Mental Health Specialist Trainee | RC-062-11 |
| 27120 | Meteorologist | RC-062-18 |
| 27131 | Methods and Procedures Advisor I | RC-062-14 |
| 27132 | Methods and Procedures Advisor II | RC-062-16 |
| 27133 | Methods and Procedures Advisor III | RC-062-20 |
| 27135 | Methods and Procedures Career Associate I | RC-062-11 |
| 27136 | Methods and Procedures Career Associate II | RC-062-12 |
| 27137 | Methods and Procedures Career Associate Trainee | RC-062-09 |
| 27146 | Metrologist Associate | RC-062-15 |
| 27151 | Microbiologist I | RC-062-16 |
| 27152 | Microbiologist II | RC-062-19 |
| 82987 | Military Administrative Specialist | RC-062-08 |
| 82901 | Military Cooperative Agreement Specialist | RC-062-14 |
| 82939 | Military Energy Manager | RC-062-16 |
| 82946 | Military Environmental Specialist | RC-062-14 |
| 82947 | Military Environmental Specialist II | RC-062-23 |
| 82948 | Military Environmental Specialist III | RC-062-24 |
| 82949 | Military Facilities Engineer | RC-062-24 |
| 82950 | Military Geographic Information Specialist I | RC-062-19 |
| 82951 | Military Geographic Information Specialist II | RC-062-23 |
| 82935 | Military Program Supervisor | RC-062-20 |
| 82940 | Military Service Agreement Supervisor | RC-062-24 |
| 83449 | Museum Technician I | RC-062-13 |
| 83450 | Museum Technician II | RC-062-15 |
| 83451 | Museum Technician III | RC-062-17 |
| 28700 | Museum Theater Systems Technician | RC-062-15 |
| 28831 | Natural Resources Coordinator | RC-062-15 |
| 28832 | Natural Resources Specialist | RC-062-18 |
| 28833 | Natural Resources Advanced Specialist | RC-062-20 |
| 83702 | Nuclear Safety Associate | RC-062-19 |
| 83682 | Nuclear Safety Emergency Preparedness Coordinator | RC-062-20 |
| 83709 | Nuclear Safety Engineer I | RC-062-23 |
| 83731 | Nuclear Safety Engineering Associate I | RC-062-18 |
| 83732 | Nuclear Safety Engineering Associate II | RC-062-20 |
| 83691 | Nuclear Safety Equipment Technician | RC-062-18 |
| 83712 | Nuclear Safety Health Physics Assistant | RC-062-16 |
| 83713 | Nuclear Safety Health Physicist I | RC-062-22 |
| 83715 | Nuclear Safety Health Physics Technician I | RC-062-18 |
| 83719 | Nuclear Safety Health Physics Technician II | RC-062-20 |
| 83723 | Nuclear Safety Health Physics Technician III | RC-062-22 |
| 83725 | Nuclear Safety Information Systems Specialist I | RC-062-19 |
| 83726 | Nuclear Safety Information Systems Specialist II | RC-062-22 |
| 83738 | Nuclear Safety Inspector I | RC-062-16 |
| 83739 | Nuclear Safety Inspector II | RC-062-20 |
| 83745 | Nuclear Safety Manager I | RC-062-23 |
| 83750 | Nuclear Safety Paralegal Assistant I | RC-062-17 |
| 83751 | Nuclear Safety Paralegal Assistant II | RC-062-17 |
| 83755 | Nuclear Safety Policy Analyst I | RC-062-18 |
| 83756 | Nuclear Safety Policy Analyst II | RC-062-20 |
| 83727 | Nuclear Safety Radiochemistry Laboratory Assistant | RC-062-16 |

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| 83728 | Nuclear Safety Radiochemistry Laboratory Analyst I | RC-062-18 |
| 83729 | Nuclear Safety Radiochemistry Laboratory Analyst II | RC-062-20 |
| 83760 | Nuclear Safety Scientist I | RC-062-22 |
| 83684 | Nuclear Safety Senior Emergency Preparedness Coordinator | RC-062-22 |
| 83692 | Nuclear Safety Senior Equipment Technician | RC-062-20 |
| 83765 | Nuclear Safety Supervisor I | RC-062-19 |
| 84288 | Operations Technician | RC-062-15 |
| 30317 | Oral Health Consultant | RC-062-18 |
| 30860 | Paralegal Assistant | RC-062-14 |
| 85740 | Pipeline Safety Analyst I | RC-062-21 |
| 85741 | Pipeline Safety Analyst III | RC-062-23 |
| 85752 | Pipeline Safety Analyst II | RC-062-22 |
| 32910 | Plumbing Consultant | RC-062-22 |
| 32990 | Police Training Specialist | RC-062-17 |
| 86404 | Policy Analyst III | RC-062-21 |
| 34201 | Private Secretary I | RC-062-16 |
| 88015 | Project Manager | RC-062-20 |
| 88017 | Project Manager Trainee | RC-062-16 |
| 34631 | Program Integrity Auditor I | RC-062-16 |
| 34632 | Program Integrity Auditor II | RC-062-19 |
| 34635 | Program Integrity Auditor Trainee | RC-062-12 |
| 34900 | Property Consultant | RC-062-15 |
| 35870 | Public Aid Investigator | RC-062-19 |
| 35874 | Public Aid Investigator Trainee | RC-062-14 |
| 35880 | Public Aid Lead Casework Specialist | RC-062-17 |
| 35890 | Public Aid Program Quality Analyst | RC-062-19 |
| 35892 | Public Aid Quality Control Reviewer | RC-062-17 |
| 35900 | Public Aid Quality Control Supervisor | RC-062-19 |
| 36071 | Public Aid Staff Development Specialist I | RC-062-15 |
| 36072 | Public Aid Staff Development Specialist II | RC-062-17 |
| 36434 | Public Health Educator Associate | RC-062-14 |
| 36611 | Public Health Program Specialist I | RC-062-14 |
| 36612 | Public Health Program Specialist II | RC-062-16 |
| 36613 | Public Health Program Specialist III | RC-062-19 |
| 36615 | Public Health Program Specialist Trainee | RC-062-12 |
| 36750 | Public Information Coordinator | RC-062-18 |
| 37003 | Public Information Officer III | RC-062-19 |
| 37004 | Public Information Officer IV | RC-062-21 |
| 37006 | Public Safety Drug Screening Specialist | RC-062-17 |
| 37007 | Public Safety Inspector | RC-062-16 |
| 37010 | Public Safety Inspector Trainee | RC-062-10 |
| 37015 | Public Service Administrator, Option 8Z | RC-062-19 |
| 37015 | Public Service Administrator, Option 8B | RC-062-23 |
| 37015 | Public Service Administrator, Option 8Y | RC-062-23 |
| 37015 | Public Service Administrator, Option 2 | RC-062-24 |
| 37015 | Public Service Administrator, Option 6 | RC-062-24 |
| 37015 | Public Service Administrator, Option 7 (Gaming Board, Healthcare and Family Services, Revenue) | RC-062-24 |
| 37015 | Public Service Administrator, Option 8C | RC-062-24 |
| 37015 | Public Service Administrator, Option 8F | RC-062-24 |
| 37015 | Public Service Administrator, Option 9A | RC-062-24 |
| 37015 | Public Service Administrator, Option 9B | RC-062-24 |
| 37601 | Railroad Safety Specialist I | RC-062-19 |
| 37602 | Railroad Safety Specialist II | RC-062-21 |
| 37603 | Railroad Safety Specialist III | RC-062-23 |
| 37604 | Railroad Safety Specialist IV | RC-062-25 |
| 37730 | Real Estate Investigator | RC-062-19 |
| 37760 | Real Estate Professions Examiner | RC-062-22 |

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| 38001 | Recreation Worker I | RC-062-12 |
| 38002 | Recreation Worker II | RC-062-14 |
| 81531 | Regional Manager | RC-062-24 |
| 38145 | Rehabilitation Counselor | RC-062-17 |
| 38158 | Rehabilitation Counselor Senior | RC-062-19 |
| 38159 | Rehabilitation Counselor Trainee | RC-062-15 |
| 38176 | Rehabilitation Services Advisor I | RC-062-20 |
| 38194 | Rehabilitation Workshop Supervisor I | RC-062-12 |
| 38195 | Rehabilitation Workshop Supervisor II | RC-062-14 |
| 38196 | Rehabilitation Workshop Supervisor III | RC-062-16 |
| 38199 | Reimbursement Officer I | RC-062-14 |
| 38200 | Reimbursement Officer II | RC-062-16 |
| 38209 | Research Economist | RC-062-18 |
| 38231 | Research Scientist I | RC-062-13 |
| 38232 | Research Scientist II | RC-062-16 |
| 38233 | Research Scientist III | RC-062-20 |
| 38280 | Residential Services Supervisor | RC-062-15 |
| 38281 | Resource Planner I | RC-062-17 |
| 38282 | Resource Planner II | RC-062-19 |
| 38283 | Resource Planner III | RC-062-22 |
| 38310 | Retirement System Disability Specialist | RC-062-19 |
| 38313 | Retirement Benefits Representative | RC-062-12 |
| 38314 | Retirement Benefits Representative Supervisor | RC-062-14 |
| 38316 | Retirement Benefits Representative Trainee | RC-062-10 |
| 38321 | Retirement System Benefits Technician I | RC-062-14 |
| 38322 | Retirement System Benefits Technician II | RC-062-19 |
| 38369 | Revenue Audit Supervisor | RC-062-25 |
| 38369 | Revenue Audit Supervisor - (Outside Illinois - See MOU) | RC-062-29 |
| 38371 | Revenue Auditor I | RC-062-16 |
| 38371 | Revenue Auditor I - (Outside Illinois - See MOU) | RC-062-21 |
| 38372 | Revenue Auditor II | RC-062-19 |
| 38372 | Revenue Auditor II - (Outside Illinois - See MOU) | RC-062-24 |
| 38373 | Revenue Auditor III | RC-062-22 |
| 38373 | Revenue Auditor III - (Outside Illinois - See MOU) | RC-062-26 |
| 38375 | Revenue Auditor Trainee | RC-062-12 |
| 38375 | Revenue Auditor Trainee - (Outside Illinois - See MOU) | RC-062-15 |
| 38401 | Revenue Collection Officer I | RC-062-15 |
| 38402 | Revenue Collection Officer II | RC-062-17 |
| 38403 | Revenue Collection Officer III | RC-062-19 |
| 38405 | Revenue Collection Officer Trainee | RC-062-12 |
| 38425 | Revenue Computer Audit Specialist | RC-062-23 |
| 38425 | Revenue Computer Audit Specialist - (Outside Illinois - See MOU) | RC-062-27 |
| 38557 | Revenue Senior Special Agent | RC-062-23 |
| 38558 | Revenue Special Agent | RC-062-19 |
| 38565 | Revenue Special Agent Trainee | RC-062-14 |
| 38571 | Revenue Tax Specialist I | RC-062-12 |
| 38572 | Revenue Tax Specialist II | RC-062-14 |
| 38573 | Revenue Tax Specialist III | RC-062-17 |
| 38575 | Revenue Tax Specialist Trainee | RC-062-10 |
| 61912 | Senior Capital Program Analyst | RC-062-19 |
| 40531 | Sex Offender Therapist I | RC-062-17 |
| 40532 | Sex Offender Therapist II | RC-062-19 |
| 92205 | Senior Project Manager | RC-062-23 |
| 92481 | Senior Technical Specialist | RC-062-23 |
| 41071 | Site Assistant Superintendent I | RC-062-15 |
| 41072 | Site Assistant Superintendent II | RC-062-17 |
| 41093 | Site Interpretive Coordinator | RC-062-13 |
| 41117 | Site Services Specialist I | RC-062-15 |

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| 41118 | Site Services Specialist II | RC-062-17 |
| 41301 | Social Service Consultant I | RC-062-18 |
| 41302 | Social Service Consultant II | RC-062-19 |
| 41311 | Social Service Program Planner I | RC-062-15 |
| 41312 | Social Service Program Planner II | RC-062-17 |
| 41313 | Social Service Program Planner III | RC-062-20 |
| 41314 | Social Service Program Planner IV | RC-062-22 |
| 41320 | Social Services Career Trainee | RC-062-12 |
| 41411 | Social Worker I | RC-062-17 |
| 41771 | Staff Development Specialist I | RC-062-18 |
| 41781 | Staff Development Technician I | RC-062-12 |
| 41782 | Staff Development Technician II | RC-062-15 |
| 42001 | State Police Field Specialist I | RC-062-18 |
| 42002 | State Police Field Specialist II | RC-062-20 |
| 42230 | State Mine Inspector | RC-062-19 |
| 42240 | State Mine Inspector-At-Large | RC-062-21 |
| 94040 | State Steward | RC-062-23 |
| 42741 | Statistical Research Specialist I | RC-062-12 |
| 42742 | Statistical Research Specialist II | RC-062-14 |
| 42743 | Statistical Research Specialist III | RC-062-17 |
| 58445 | Steward's Assistant | RC-062-18 |
| 43005 | Storage Tank Safety Specialist | RC-062-18 |
| 96590 | Supervisor | RC-062-23 |
| 97412 | Technical Specialist | RC-062-21 |
| 97403 | Technical Specialist Trainee | RC-062-17 |
| 45295 | Telecommunications Specialist | RC-062-15 |
| 45308 | Telecommunications Systems Analyst | RC-062-17 |
| 45312 | Telecommunications Systems Technician I | RC-062-10 |
| 45313 | Telecommunications Systems Technician II | RC-062-13 |
| 45371 | Terrorism Research Specialist I | RC-062-18 |
| 45372 | Terrorism Research Specialist II | RC-062-20 |
| 45373 | Terrorism Research Specialist III | RC-062-22 |
| 45375 | Terrorism Research Specialist Trainee | RC-062-14 |
| 97934 | Transportation Investigator I | RC-062-15 |
| 97935 | Transportation Investigator II | RC-062-17 |
| 97944 | Transportation Industry Customer Service Representative II | RC-062-11 |
| 47001 | Unemployment Insurance Adjudicator I | RC-062-11 |
| 47002 | Unemployment Insurance Adjudicator II | RC-062-13 |
| 47003 | Unemployment Insurance Adjudicator III | RC-062-15 |
| 47081 | Unemployment Insurance Revenue Analyst I | RC-062-15 |
| 47082 | Unemployment Insurance Revenue Analyst II | RC-062-17 |
| 47087 | Unemployment Insurance Revenue Specialist | RC-062-13 |
| 47096 | Unemployment Insurance Special Agent | RC-062-18 |
| 47583 | Vehicle Emission Compliance Supervisor | RC-062-15 |
| 47686 | Veterans Educational Specialist | RC-062-22 |
| 47701 | Veterans Employment Representative I | RC-062-14 |
| 47702 | Veterans Employment Representative II | RC-062-16 |
| 47703 | Veterans Employment Representative III | RC-062-18 |
| 48481 | Volunteer Services Coordinator I | RC-062-13 |
| 48482 | Volunteer Services Coordinator II | RC-062-16 |
| 48483 | Volunteer Services Coordinator III | RC-062-18 |
| 48770 | Wage Claims Specialist | RC-062-09 |
| 49101 | Weatherization Specialist I | RC-062-14 |
| 49102 | Weatherization Specialist II | RC-062-17 |
| 49103 | Weatherization Specialist III | RC-062-20 |
| 49105 | Weatherization Specialist Trainee | RC-062-12 |
| 49640 | Workers Compensation Insurance Compliance Investigator | RC-062-20 |

RATES OF PAY - RC-062
EFFECTIVE JULY 1, 2023

4.00%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-062-08 | Regular Formula Rate | 3502 | 3614 | 3726 | 3755 | 3875 | 3987 | 4113 | 4223 | 4346 | 4551 | 4734 |
| | Alternative Formula Rate | 3638 | 3755 | 3871 | 3903 | 4032 | 4145 | 4280 | 4395 | 4527 | 4740 | 4931 |
| | Maximum Security Rate | 3717 | 3837 | 3956 | 3992 | 4114 | 4236 | 4371 | 4490 | 4618 | 4830 | 5025 |
| RC-062-09 | Regular Formula Rate | 3610 | 3725 | 3842 | 3875 | 3994 | 4122 | 4249 | 4385 | 4516 | 4730 | 4918 |
| | Alternative Formula Rate | 3754 | 3874 | 3995 | 4032 | 4156 | 4289 | 4421 | 4566 | 4702 | 4925 | 5125 |
| | Maximum Security Rate | 3829 | 3951 | 4076 | 4114 | 4241 | 4377 | 4513 | 4657 | 4794 | 5020 | 5223 |
| RC-062-10 | Regular Formula Rate | 3722 | 3842 | 3962 | 3998 | 4144 | 4267 | 4409 | 4548 | 4687 | 4926 | 5126 |
| | Alternative Formula Rate | 3869 | 3995 | 4118 | 4160 | 4313 | 4441 | 4593 | 4736 | 4886 | 5145 | 5350 |
| | Maximum Security Rate | 3948 | 4076 | 4203 | 4245 | 4398 | 4531 | 4682 | 4826 | 4984 | 5241 | 5450 |
| RC-062-10rb | Regular Formula Rate | 171 | 177 | 182 | 184 | 191 | 196 | 203 | 209 | 215 | 226 | 236 |
| RC-062-11 | Regular Formula Rate | 3858 | 3983 | 4105 | 4145 | 4287 | 4426 | 4586 | 4736 | 4884 | 5143 | 5348 |
| | Alternative Formula Rate | 4010 | 4139 | 4267 | 4315 | 4468 | 4612 | 4778 | 4938 | 5093 | 5368 | 5582 |
| | Maximum Security Rate | 4086 | 4218 | 4350 | 4400 | 4553 | 4701 | 4869 | 5030 | 5190 | 5464 | 5683 |
| RC-062-11rb | Regular Formula Rate | 177 | 183 | 189 | 191 | 197 | 203 | 211 | 218 | 225 | 236 | 246 |
| RC-062-12 | Regular Formula Rate | 4010 | 4139 | 4267 | 4315 | 4472 | 4618 | 4791 | 4948 | 5129 | 5406 | 5620 |
| | Alternative Formula Rate | 4169 | 4306 | 4439 | 4491 | 4656 | 4810 | 4994 | 5167 | 5352 | 5643 | 5870 |
| | Maximum Security Rate | 4249 | 4386 | 4525 | 4578 | 4744 | 4900 | 5091 | 5263 | 5452 | 5745 | 5976 |
| RC-062-12h | Regular Formula Rate | 24.68 | 25.47 | 26.26 | 26.55 | 27.52 | 28.42 | 29.48 | 30.45 | 31.56 | 33.27 | 34.58 |
| RC-062-13 | Regular Formula Rate | 4158 | 4292 | 4426 | 4476 | 4640 | 4816 | 4996 | 5178 | 5373 | 5672 | 5896 |
| | Alternative Formula Rate | 4325 | 4466 | 4606 | 4660 | 4830 | 5023 | 5219 | 5410 | 5609 | 5927 | 6165 |
| | Maximum Security Rate | 4406 | 4549 | 4691 | 4750 | 4924 | 5120 | 5319 | 5506 | 5710 | 6030 | 6271 |
| RC-062-14 | Regular Formula Rate | 4331 | 4471 | 4610 | 4668 | 4843 | 5033 | 5254 | 5444 | 5650 | 5982 | 6221 |
| | Alternative Formula Rate | 4514 | 4658 | 4805 | 4866 | 5048 | 5258 | 5484 | 5690 | 5908 | 6250 | 6498 |
| | Maximum Security Rate | 4593 | 4742 | 4890 | 4956 | 5149 | 5350 | 5582 | 5793 | 6008 | 6350 | 6601 |
| RC-062-14h | Regular Formula Rate | 26.65 | 27.51 | 28.37 | 28.73 | 29.80 | 30.97 | 32.33 | 33.50 | 34.77 | 36.81 | 38.28 |
| RC-062-15 | Regular Formula Rate | 4499 | 4646 | 4791 | 4854 | 5067 | 5276 | 5481 | 5702 | 5918 | 6275 | 6522 |
| | Alternative Formula Rate | 4692 | 4844 | 4997 | 5064 | 5285 | 5506 | 5727 | 5964 | 6184 | 6551 | 6818 |
| | Maximum Security Rate | 4777 | 4932 | 5087 | 5155 | 5384 | 5602 | 5828 | 6065 | 6285 | 6656 | 6921 |
| RC-062-16 | Regular Formula Rate | 4706 | 4859 | 5011 | 5080 | 5305 | 5540 | 5770 | 6011 | 6251 | 6621 | 6887 |
| | Alternative Formula Rate | 4907 | 5067 | 5227 | 5299 | 5540 | 5795 | 6034 | 6284 | 6534 | 6922 | 7202 |
| | Maximum Security Rate | 5001 | 5164 | 5322 | 5402 | 5640 | 5893 | 6136 | 6381 | 6635 | 7018 | 7300 |
| RC-062-16h | Regular Formula Rate | 28.96 | 29.90 | 30.84 | 31.26 | 32.65 | 34.09 | 35.51 | 36.99 | 38.47 | 40.74 | 42.38 |
| RC-062-17 | Regular Formula Rate | 4928 | 5087 | 5246 | 5322 | 5567 | 5823 | 6069 | 6316 | 6572 | 6963 | 7243 |
| | Alternative Formula Rate | 5137 | 5303 | 5470 | 5553 | 5818 | 6085 | 6341 | 6598 | 6868 | 7277 | 7571 |
| | Maximum Security Rate | 5229 | 5398 | 5567 | 5652 | 5921 | 6189 | 6445 | 6700 | 6968 | 7382 | 7675 |
| RC-062-18 | Regular Formula Rate | 5181 | 5350 | 5517 | 5601 | 5870 | 6141 | 6425 | 6684 | 6953 | 7367 | 7664 |
| | Alternative Formula Rate | 5408 | 5583 | 5757 | 5851 | 6138 | 6424 | 6714 | 6989 | 7268 | 7703 | 8011 |
| | Maximum Security Rate | 5495 | 5673 | 5853 | 5947 | 6236 | 6522 | 6817 | 7090 | 7372 | 7799 | 8114 |
| RC-062-18rb | Regular Formula Rate | 238 | 246 | 254 | 258 | 270 | 282 | 295 | 307 | 320 | 339 | 352 |
| RC-062-19 | Regular Formula Rate | 5456 | 5633 | 5808 | 5901 | 6203 | 6495 | 6794 | 7084 | 7379 | 7828 | 8140 |
| | Alternative Formula Rate | 5698 | 5884 | 6067 | 6168 | 6485 | 6783 | 7108 | 7402 | 7714 | 8179 | 8507 |
| | Maximum Security Rate | 5793 | 5978 | 6168 | 6274 | 6588 | 6889 | 7207 | 7506 | 7817 | 8280 | 8611 |
| RC-062-19rb | Regular Formula Rate | 251 | 259 | 267 | 271 | 285 | 299 | 312 | 326 | 339 | 360 | 374 |
| RC-062-20 | Regular Formula Rate | 5757 | 5946 | 6133 | 6235 | 6550 | 6853 | 7181 | 7494 | 7804 | 8278 | 8610 |
| | Alternative Formula Rate | 6014 | 6209 | 6404 | 6517 | 6844 | 7168 | 7508 | 7830 | 8156 | 8654 | 9001 |
| | Maximum Security Rate | 6108 | 6308 | 6506 | 6620 | 6946 | 7268 | 7607 | 7931 | 8257 | 8752 | 9102 |
| RC-062-21 | Regular Formula Rate | 6078 | 6274 | 6472 | 6587 | 6924 | 7258 | 7597 | 7941 | 8274 | 8790 | 9141 |
| | Alternative Formula Rate | 6346 | 6553 | 6760 | 6883 | 7235 | 7586 | 7938 | 8302 | 8650 | 9187 | 9554 |
| | Maximum Security Rate | 6439 | 6650 | 6860 | 6984 | 7335 | 7684 | 8043 | 8402 | 8747 | 9287 | 9657 |

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|-------------|--------------------------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-062-22 | Regular Formula Rate | 6422 | 6628 | 6837 | 6962 | 7325 | 7681 | 8045 | 8418 | 8767 | 9313 | 9687 |
| | Alternative Formula Rate | 6704 | 6921 | 7140 | 7274 | 7655 | 8030 | 8406 | 8794 | 9166 | 9733 | 10119 |
| | Maximum Security Rate | 6798 | 7023 | 7244 | 7379 | 7751 | 8132 | 8507 | 8899 | 9271 | 9835 | 10229 |
| RC-062-23 | Regular Formula Rate | 6805 | 7027 | 7249 | 7385 | 7775 | 8175 | 8562 | 8955 | 9342 | 9935 | 10333 |
| | Alternative Formula Rate | 7110 | 7342 | 7575 | 7720 | 8130 | 8544 | 8946 | 9363 | 9768 | 10379 | 10793 |
| | Maximum Security Rate | 7201 | 7436 | 7670 | 7822 | 8228 | 8646 | 9049 | 9462 | 9870 | 10481 | 10896 |
| RC-062-23rb | Regular Formula Rate | 313 | 323 | 333 | 340 | 357 | 376 | 394 | 412 | 430 | 457 | 475 |
| RC-062-24 | Regular Formula Rate | 7234 | 7473 | 7708 | 7859 | 8276 | 8712 | 9129 | 9552 | 9982 | 10609 | 11031 |
| | Alternative Formula Rate | 7560 | 7805 | 8053 | 8215 | 8653 | 9103 | 9543 | 9979 | 10403 | 11086 | 11529 |
| | Maximum Security Rate | 7653 | 7904 | 8153 | 8317 | 8751 | 9201 | 9639 | 10082 | 10533 | 11185 | 11632 |
| RC-062-24rb | Regular Formula Rate | 333 | 344 | 354 | 361 | 381 | 401 | 420 | 439 | 459 | 488 | 507 |
| RC-062-25 | Regular Formula Rate | 7710 | 7961 | 8212 | 8377 | 8836 | 9303 | 9766 | 10229 | 10696 | 11382 | 11835 |
| | Alternative Formula Rate | 8048 | 8312 | 8573 | 8752 | 9231 | 9715 | 10209 | 10695 | 11178 | 11893 | 12370 |
| | Maximum Security Rate | 8141 | 8408 | 8675 | 8855 | 9333 | 9818 | 10306 | 10791 | 11274 | 11994 | 12478 |
| RC-062-26 | Regular Formula Rate | 8217 | 8485 | 8755 | 8940 | 9430 | 9931 | 10431 | 10919 | 11409 | 12143 | 12629 |
| | Alternative Formula Rate | 8613 | 8893 | 9173 | 9371 | 9878 | 10401 | 10926 | 11438 | 11949 | 12722 | 13230 |
| | Maximum Security Rate | 8691 | 8974 | 9256 | 9457 | 9973 | 10502 | 11032 | 11546 | 12064 | 12847 | 13362 |
| RC-062-27 | Regular Formula Rate | 8766 | 9054 | 9341 | 9544 | 10064 | 10592 | 11129 | 11652 | 12176 | 12962 | 13483 |
| | Alternative Formula Rate | 9161 | 9461 | 9760 | 9975 | 10516 | 11072 | 11637 | 12180 | 12726 | 13549 | 14092 |
| RC-062-28 | Regular Formula Rate | 9195 | 9496 | 9796 | 10013 | 10555 | 11114 | 11680 | 12227 | 12775 | 13601 | 14147 |
| RC-062-29 | Regular Formula Rate | 9647 | 9961 | 10276 | 10506 | 11079 | 11664 | 12255 | 12830 | 13406 | 14274 | 14843 |

RATES OF PAY - RC-062
EFFECTIVE JANUARY 1, 2024

2.50%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-062-08 | Regular Formula Rate | 3590 | 3704 | 3819 | 3849 | 3972 | 4087 | 4216 | 4329 | 4455 | 4665 | 4852 |
| | Alternative Formula Rate | 3729 | 3849 | 3968 | 4001 | 4133 | 4249 | 4387 | 4505 | 4640 | 4859 | 5054 |
| | Maximum Security Rate | 3810 | 3933 | 4055 | 4092 | 4217 | 4342 | 4480 | 4602 | 4733 | 4951 | 5151 |
| RC-062-09 | Regular Formula Rate | 3700 | 3818 | 3938 | 3972 | 4094 | 4225 | 4355 | 4495 | 4629 | 4848 | 5041 |
| | Alternative Formula Rate | 3848 | 3971 | 4095 | 4133 | 4260 | 4396 | 4532 | 4680 | 4820 | 5048 | 5253 |
| | Maximum Security Rate | 3925 | 4050 | 4178 | 4217 | 4347 | 4486 | 4626 | 4773 | 4914 | 5146 | 5354 |
| RC-062-10 | Regular Formula Rate | 3815 | 3938 | 4061 | 4098 | 4248 | 4374 | 4519 | 4662 | 4804 | 5049 | 5254 |
| | Alternative Formula Rate | 3966 | 4095 | 4221 | 4264 | 4421 | 4552 | 4708 | 4854 | 5008 | 5274 | 5484 |
| | Maximum Security Rate | 4047 | 4178 | 4308 | 4351 | 4508 | 4644 | 4799 | 4947 | 5109 | 5372 | 5586 |
| RC-062-10rb | Regular Formula Rate | 175 | 181 | 187 | 188 | 195 | 201 | 208 | 214 | 221 | 232 | 242 |
| RC-062-11 | Regular Formula Rate | 3954 | 4083 | 4208 | 4249 | 4394 | 4537 | 4701 | 4854 | 5006 | 5272 | 5482 |
| | Alternative Formula Rate | 4110 | 4242 | 4374 | 4423 | 4580 | 4727 | 4897 | 5061 | 5220 | 5502 | 5722 |
| | Maximum Security Rate | 4188 | 4323 | 4459 | 4510 | 4667 | 4819 | 4991 | 5156 | 5320 | 5601 | 5825 |
| RC-062-11rb | Regular Formula Rate | 181 | 188 | 194 | 196 | 202 | 208 | 216 | 223 | 231 | 242 | 252 |
| RC-062-12 | Regular Formula Rate | 4110 | 4242 | 4374 | 4423 | 4584 | 4733 | 4911 | 5072 | 5257 | 5541 | 5761 |
| | Alternative Formula Rate | 4273 | 4414 | 4550 | 4603 | 4772 | 4930 | 5119 | 5296 | 5486 | 5784 | 6017 |
| | Maximum Security Rate | 4355 | 4496 | 4638 | 4692 | 4863 | 5023 | 5218 | 5395 | 5588 | 5889 | 6125 |
| RC-062-12h | Regular Formula Rate | 25.29 | 26.10 | 26.92 | 27.22 | 28.21 | 29.13 | 30.22 | 31.21 | 32.35 | 34.10 | 35.45 |
| RC-062-13 | Regular Formula Rate | 4262 | 4399 | 4537 | 4588 | 4756 | 4936 | 5121 | 5307 | 5507 | 5814 | 6043 |
| | Alternative Formula Rate | 4433 | 4578 | 4721 | 4777 | 4951 | 5149 | 5349 | 5545 | 5749 | 6075 | 6319 |
| | Maximum Security Rate | 4516 | 4663 | 4808 | 4869 | 5047 | 5248 | 5452 | 5644 | 5853 | 6181 | 6428 |
| RC-062-14 | Regular Formula Rate | 4439 | 4583 | 4725 | 4785 | 4964 | 5159 | 5385 | 5580 | 5791 | 6132 | 6377 |
| | Alternative Formula Rate | 4627 | 4774 | 4925 | 4988 | 5174 | 5389 | 5621 | 5832 | 6056 | 6406 | 6660 |
| | Maximum Security Rate | 4708 | 4861 | 5012 | 5080 | 5278 | 5484 | 5722 | 5938 | 6158 | 6509 | 6766 |
| RC-062-14h | Regular Formula Rate | 27.32 | 28.20 | 29.08 | 29.45 | 30.55 | 31.75 | 33.14 | 34.34 | 35.64 | 37.74 | 39.24 |
| RC-062-15 | Regular Formula Rate | 4611 | 4762 | 4911 | 4975 | 5194 | 5408 | 5618 | 5845 | 6066 | 6432 | 6685 |
| | Alternative Formula Rate | 4809 | 4965 | 5122 | 5191 | 5417 | 5644 | 5870 | 6113 | 6339 | 6715 | 6988 |
| | Maximum Security Rate | 4896 | 5055 | 5214 | 5284 | 5519 | 5742 | 5974 | 6217 | 6442 | 6822 | 7094 |
| RC-062-16 | Regular Formula Rate | 4824 | 4980 | 5136 | 5207 | 5438 | 5679 | 5914 | 6161 | 6407 | 6787 | 7059 |
| | Alternative Formula Rate | 5030 | 5194 | 5358 | 5431 | 5679 | 5940 | 6185 | 6441 | 6697 | 7095 | 7382 |
| | Maximum Security Rate | 5126 | 5293 | 5455 | 5537 | 5781 | 6040 | 6289 | 6541 | 6801 | 7193 | 7483 |
| RC-062-16h | Regular Formula Rate | 29.69 | 30.65 | 31.61 | 32.04 | 33.46 | 34.95 | 36.39 | 37.91 | 39.43 | 41.77 | 43.44 |
| RC-062-17 | Regular Formula Rate | 5051 | 5214 | 5377 | 5455 | 5706 | 5969 | 6221 | 6474 | 6736 | 7137 | 7424 |
| | Alternative Formula Rate | 5265 | 5436 | 5607 | 5692 | 5963 | 6237 | 6500 | 6763 | 7040 | 7459 | 7760 |
| | Maximum Security Rate | 5360 | 5533 | 5706 | 5793 | 6069 | 6344 | 6606 | 6868 | 7142 | 7567 | 7867 |
| RC-062-18 | Regular Formula Rate | 5311 | 5484 | 5655 | 5741 | 6017 | 6295 | 6586 | 6851 | 7127 | 7551 | 7856 |
| | Alternative Formula Rate | 5543 | 5723 | 5901 | 5997 | 6291 | 6585 | 6882 | 7164 | 7450 | 7896 | 8211 |
| | Maximum Security Rate | 5632 | 5815 | 5999 | 6096 | 6392 | 6685 | 6987 | 7267 | 7556 | 7994 | 8317 |
| RC-062-18rb | Regular Formula Rate | 244 | 252 | 260 | 264 | 277 | 289 | 303 | 315 | 328 | 347 | 361 |
| RC-062-19 | Regular Formula Rate | 5592 | 5774 | 5953 | 6049 | 6358 | 6657 | 6964 | 7261 | 7563 | 8024 | 8344 |
| | Alternative Formula Rate | 5840 | 6031 | 6219 | 6322 | 6647 | 6953 | 7286 | 7587 | 7907 | 8383 | 8720 |
| | Maximum Security Rate | 5938 | 6127 | 6322 | 6431 | 6753 | 7061 | 7387 | 7694 | 8012 | 8487 | 8826 |
| RC-062-19rb | Regular Formula Rate | 257 | 265 | 274 | 278 | 292 | 306 | 320 | 334 | 348 | 369 | 384 |
| RC-062-20 | Regular Formula Rate | 5901 | 6095 | 6286 | 6391 | 6714 | 7024 | 7361 | 7681 | 7999 | 8485 | 8825 |
| | Alternative Formula Rate | 6164 | 6364 | 6564 | 6680 | 7015 | 7347 | 7696 | 8026 | 8360 | 8870 | 9226 |
| | Maximum Security Rate | 6261 | 6466 | 6669 | 6786 | 7120 | 7450 | 7797 | 8129 | 8463 | 8971 | 9330 |
| RC-062-21 | Regular Formula Rate | 6230 | 6431 | 6634 | 6752 | 7097 | 7439 | 7787 | 8140 | 8481 | 9010 | 9370 |
| | Alternative Formula Rate | 6505 | 6717 | 6929 | 7055 | 7416 | 7776 | 8136 | 8510 | 8866 | 9417 | 9793 |
| | Maximum Security Rate | 6600 | 6816 | 7032 | 7159 | 7518 | 7876 | 8244 | 8612 | 8966 | 9519 | 9898 |

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|-------------|--------------------------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-062-22 | Regular Formula Rate | 6583 | 6794 | 7008 | 7136 | 7508 | 7873 | 8246 | 8628 | 8986 | 9546 | 9929 |
| | Alternative Formula Rate | 6872 | 7094 | 7319 | 7456 | 7846 | 8231 | 8616 | 9014 | 9395 | 9976 | 10372 |
| | Maximum Security Rate | 6968 | 7199 | 7425 | 7563 | 7945 | 8335 | 8720 | 9121 | 9503 | 10081 | 10485 |
| RC-062-23 | Regular Formula Rate | 6975 | 7203 | 7430 | 7570 | 7969 | 8379 | 8776 | 9179 | 9576 | 10183 | 10591 |
| | Alternative Formula Rate | 7288 | 7526 | 7764 | 7913 | 8333 | 8758 | 9170 | 9597 | 10012 | 10638 | 11063 |
| | Maximum Security Rate | 7381 | 7622 | 7862 | 8018 | 8434 | 8862 | 9275 | 9699 | 10117 | 10743 | 11168 |
| RC-062-23rb | Regular Formula Rate | 321 | 331 | 342 | 348 | 366 | 385 | 403 | 422 | 440 | 468 | 487 |
| RC-062-24 | Regular Formula Rate | 7415 | 7660 | 7901 | 8055 | 8483 | 8930 | 9357 | 9791 | 10232 | 10874 | 11307 |
| | Alternative Formula Rate | 7749 | 8000 | 8254 | 8420 | 8869 | 9331 | 9782 | 10228 | 10691 | 11363 | 11817 |
| | Maximum Security Rate | 7844 | 8102 | 8357 | 8525 | 8970 | 9431 | 9880 | 10334 | 10796 | 11465 | 11923 |
| RC-062-24rb | Regular Formula Rate | 341 | 352 | 363 | 370 | 390 | 411 | 430 | 450 | 470 | 500 | 520 |
| RC-062-25 | Regular Formula Rate | 7903 | 8160 | 8417 | 8586 | 9057 | 9536 | 10010 | 10485 | 10963 | 11667 | 12131 |
| | Alternative Formula Rate | 8249 | 8520 | 8787 | 8971 | 9462 | 9958 | 10464 | 10962 | 11454 | 12190 | 12679 |
| | Maximum Security Rate | 8345 | 8618 | 8892 | 9076 | 9566 | 10063 | 10564 | 11061 | 11556 | 12294 | 12790 |
| RC-062-26 | Regular Formula Rate | 8422 | 8697 | 8974 | 9164 | 9666 | 10179 | 10692 | 11192 | 11694 | 12447 | 12945 |
| | Alternative Formula Rate | 8828 | 9115 | 9402 | 9605 | 10125 | 10661 | 11199 | 11724 | 12248 | 13040 | 13561 |
| | Maximum Security Rate | 8908 | 9198 | 9487 | 9693 | 10222 | 10765 | 11308 | 11835 | 12366 | 13168 | 13690 |
| RC-062-27 | Regular Formula Rate | 8985 | 9280 | 9575 | 9783 | 10316 | 10857 | 11407 | 11943 | 12480 | 13286 | 13820 |
| | Alternative Formula Rate | 9390 | 9698 | 10004 | 10224 | 10779 | 11349 | 11928 | 12485 | 13044 | 13888 | 14444 |
| RC-062-28 | Regular Formula Rate | 9425 | 9733 | 10044 | 10263 | 10819 | 11392 | 11972 | 12533 | 13094 | 13941 | 14501 |
| RC-062-29 | Regular Formula Rate | 9888 | 10210 | 10533 | 10769 | 11356 | 11956 | 12561 | 13151 | 13741 | 14631 | 15214 |

RATES OF PAY - RC-062
EFFECTIVE JULY 1, 2024

4.00% & Elimination of Step 1c

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-062-08 | Regular Formula Rate | 3852 | 3972 | 4003 | 4131 | 4250 | 4385 | 4502 | 4633 | 4852 | 5046 |
| | Alternative Formula Rate | 4003 | 4127 | 4161 | 4298 | 4419 | 4562 | 4685 | 4826 | 5053 | 5256 |
| | Maximum Security Rate | 4090 | 4217 | 4256 | 4386 | 4516 | 4659 | 4786 | 4922 | 5149 | 5357 |
| RC-062-09 | Regular Formula Rate | 3971 | 4096 | 4131 | 4258 | 4394 | 4529 | 4675 | 4814 | 5042 | 5243 |
| | Alternative Formula Rate | 4130 | 4259 | 4298 | 4430 | 4572 | 4713 | 4867 | 5013 | 5250 | 5463 |
| | Maximum Security Rate | 4212 | 4345 | 4386 | 4521 | 4665 | 4811 | 4964 | 5111 | 5352 | 5568 |
| RC-062-10 | Regular Formula Rate | 4096 | 4223 | 4262 | 4418 | 4549 | 4700 | 4848 | 4996 | 5251 | 5464 |
| | Alternative Formula Rate | 4259 | 4390 | 4435 | 4598 | 4734 | 4896 | 5048 | 5208 | 5485 | 5703 |
| | Maximum Security Rate | 4345 | 4480 | 4525 | 4688 | 4830 | 4991 | 5145 | 5313 | 5587 | 5809 |
| RC-062-10rb | Regular Formula Rate | 188 | 194 | 196 | 203 | 209 | 216 | 223 | 230 | 241 | 251 |
| RC-062-11 | Regular Formula Rate | 4246 | 4376 | 4419 | 4570 | 4718 | 4889 | 5048 | 5206 | 5483 | 5701 |
| | Alternative Formula Rate | 4412 | 4549 | 4600 | 4763 | 4916 | 5093 | 5263 | 5429 | 5722 | 5951 |
| | Maximum Security Rate | 4496 | 4637 | 4690 | 4854 | 5012 | 5191 | 5362 | 5533 | 5825 | 6058 |
| RC-062-11rb | Regular Formula Rate | 195 | 201 | 203 | 210 | 217 | 225 | 232 | 239 | 252 | 262 |
| RC-062-12 | Regular Formula Rate | 4412 | 4549 | 4600 | 4767 | 4922 | 5107 | 5275 | 5467 | 5763 | 5991 |
| | Alternative Formula Rate | 4591 | 4732 | 4787 | 4963 | 5127 | 5324 | 5508 | 5705 | 6015 | 6258 |
| | Maximum Security Rate | 4676 | 4824 | 4880 | 5058 | 5224 | 5427 | 5611 | 5812 | 6125 | 6370 |
| RC-062-12h | Regular Formula Rate | 27.15 | 27.99 | 28.31 | 29.34 | 30.29 | 31.43 | 32.46 | 33.64 | 35.46 | 36.87 |
| RC-062-13 | Regular Formula Rate | 4575 | 4718 | 4772 | 4946 | 5133 | 5326 | 5519 | 5727 | 6047 | 6285 |
| | Alternative Formula Rate | 4761 | 4910 | 4968 | 5149 | 5355 | 5563 | 5767 | 5979 | 6318 | 6572 |
| | Maximum Security Rate | 4850 | 5000 | 5064 | 5249 | 5458 | 5670 | 5870 | 6087 | 6428 | 6685 |
| RC-062-14 | Regular Formula Rate | 4766 | 4914 | 4976 | 5163 | 5365 | 5600 | 5803 | 6023 | 6377 | 6632 |
| | Alternative Formula Rate | 4965 | 5122 | 5188 | 5381 | 5605 | 5846 | 6065 | 6298 | 6662 | 6926 |
| | Maximum Security Rate | 5055 | 5212 | 5283 | 5489 | 5703 | 5951 | 6176 | 6404 | 6769 | 7037 |
| RC-062-14h | Regular Formula Rate | 29.33 | 30.24 | 30.62 | 31.77 | 33.02 | 34.46 | 35.71 | 37.06 | 39.24 | 40.81 |
| RC-062-15 | Regular Formula Rate | 4952 | 5107 | 5174 | 5402 | 5624 | 5843 | 6079 | 6309 | 6689 | 6952 |
| | Alternative Formula Rate | 5164 | 5327 | 5399 | 5634 | 5870 | 6105 | 6358 | 6593 | 6984 | 7268 |
| | Maximum Security Rate | 5257 | 5423 | 5495 | 5740 | 5972 | 6213 | 6466 | 6700 | 7095 | 7378 |
| RC-062-16 | Regular Formula Rate | 5179 | 5341 | 5415 | 5656 | 5906 | 6151 | 6407 | 6663 | 7058 | 7341 |
| | Alternative Formula Rate | 5402 | 5572 | 5648 | 5906 | 6178 | 6432 | 6699 | 6965 | 7379 | 7677 |
| | Maximum Security Rate | 5505 | 5673 | 5758 | 6012 | 6282 | 6541 | 6803 | 7073 | 7481 | 7782 |
| RC-062-16h | Regular Formula Rate | 31.87 | 32.87 | 33.32 | 34.81 | 36.34 | 37.85 | 39.43 | 41.00 | 43.43 | 45.18 |
| RC-062-17 | Regular Formula Rate | 5423 | 5592 | 5673 | 5934 | 6208 | 6470 | 6733 | 7005 | 7422 | 7721 |
| | Alternative Formula Rate | 5653 | 5831 | 5920 | 6202 | 6486 | 6760 | 7034 | 7322 | 7757 | 8070 |
| | Maximum Security Rate | 5754 | 5934 | 6025 | 6312 | 6598 | 6870 | 7143 | 7428 | 7870 | 8182 |
| RC-062-18 | Regular Formula Rate | 5703 | 5881 | 5971 | 6258 | 6547 | 6849 | 7125 | 7412 | 7853 | 8170 |
| | Alternative Formula Rate | 5952 | 6137 | 6237 | 6543 | 6848 | 7157 | 7451 | 7748 | 8212 | 8539 |
| | Maximum Security Rate | 6048 | 6239 | 6340 | 6648 | 6952 | 7266 | 7558 | 7858 | 8314 | 8650 |
| RC-062-18rb | Regular Formula Rate | 262 | 270 | 275 | 288 | 301 | 315 | 328 | 341 | 361 | 376 |
| RC-062-19 | Regular Formula Rate | 6005 | 6191 | 6291 | 6612 | 6923 | 7243 | 7551 | 7866 | 8345 | 8678 |
| | Alternative Formula Rate | 6272 | 6468 | 6575 | 6913 | 7231 | 7577 | 7890 | 8223 | 8718 | 9069 |
| | Maximum Security Rate | 6372 | 6575 | 6688 | 7023 | 7343 | 7682 | 8002 | 8332 | 8826 | 9179 |
| RC-062-19rb | Regular Formula Rate | 276 | 285 | 289 | 304 | 318 | 333 | 347 | 362 | 384 | 399 |
| RC-062-20 | Regular Formula Rate | 6339 | 6537 | 6647 | 6983 | 7305 | 7655 | 7988 | 8319 | 8824 | 9178 |
| | Alternative Formula Rate | 6619 | 6827 | 6947 | 7296 | 7641 | 8004 | 8347 | 8694 | 9225 | 9595 |
| | Maximum Security Rate | 6725 | 6936 | 7057 | 7405 | 7748 | 8109 | 8454 | 8802 | 9330 | 9703 |
| RC-062-21 | Regular Formula Rate | 6688 | 6899 | 7022 | 7381 | 7737 | 8098 | 8466 | 8820 | 9370 | 9745 |
| | Alternative Formula Rate | 6986 | 7206 | 7337 | 7713 | 8087 | 8461 | 8850 | 9221 | 9794 | 10185 |
| | Maximum Security Rate | 7089 | 7313 | 7445 | 7819 | 8191 | 8574 | 8956 | 9325 | 9900 | 10294 |
| RC-062-22 | Regular Formula Rate | 7066 | 7288 | 7421 | 7808 | 8188 | 8576 | 8973 | 9345 | 9928 | 10326 |
| | Alternative Formula Rate | 7378 | 7612 | 7754 | 8160 | 8560 | 8961 | 9375 | 9771 | 10375 | 10787 |
| | Maximum Security Rate | 7487 | 7722 | 7866 | 8263 | 8668 | 9069 | 9486 | 9883 | 10484 | 10904 |
| RC-062-23 | Regular Formula Rate | 7491 | 7727 | 7873 | 8288 | 8714 | 9127 | 9546 | 9959 | 10590 | 11015 |
| | Alternative Formula Rate | 7827 | 8075 | 8230 | 8666 | 9108 | 9537 | 9981 | 10412 | 11064 | 11506 |
| | Maximum Security Rate | 7927 | 8176 | 8339 | 8771 | 9216 | 9646 | 10087 | 10522 | 11173 | 11615 |
| RC-062-23rb | Regular Formula Rate | 344 | 355 | 362 | 381 | 401 | 420 | 439 | 458 | 487 | 506 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-062-24 | Regular Formula Rate | | 7966 | 8217 | 8377 | 8822 | 9287 | 9731 | 10183 | 10641 | 11309 | 11759 |
| | Alternative Formula Rate | | 8320 | 8584 | 8757 | 9224 | 9704 | 10173 | 10637 | 11119 | 11818 | 12290 |
| | Maximum Security Rate | | 8426 | 8691 | 8866 | 9329 | 9808 | 10275 | 10747 | 11228 | 11924 | 12400 |
| RC-062-24rb | Regular Formula Rate | | 366 | 378 | 385 | 406 | 427 | 447 | 468 | 489 | 520 | 541 |
| RC-062-25 | Regular Formula Rate | | 8486 | 8754 | 8929 | 9419 | 9917 | 10410 | 10904 | 11402 | 12134 | 12616 |
| | Alternative Formula Rate | | 8861 | 9138 | 9330 | 9840 | 10356 | 10883 | 11400 | 11915 | 12678 | 13186 |
| | Maximum Security Rate | | 8963 | 9248 | 9439 | 9949 | 10466 | 10987 | 11503 | 12018 | 12786 | 13302 |
| RC-062-26 | Regular Formula Rate | | 9045 | 9333 | 9531 | 10053 | 10586 | 11120 | 11640 | 12162 | 12945 | 13463 |
| | Alternative Formula Rate | | 9480 | 9778 | 9989 | 10530 | 11087 | 11647 | 12193 | 12738 | 13562 | 14103 |
| | Maximum Security Rate | | 9566 | 9866 | 10081 | 10631 | 11196 | 11760 | 12308 | 12861 | 13695 | 14244 |
| RC-062-27 | Regular Formula Rate | | 9651 | 9958 | 10174 | 10729 | 11291 | 11863 | 12421 | 12979 | 13817 | 14373 |
| | Alternative Formula Rate | | 10086 | 10404 | 10633 | 11210 | 11803 | 12405 | 12984 | 13566 | 14444 | 15022 |
| RC-062-28 | Regular Formula Rate | | 10122 | 10443 | 10674 | 11252 | 11848 | 12451 | 13034 | 13618 | 14499 | 15081 |
| RC-062-29 | Regular Formula Rate | | 10618 | 10954 | 11200 | 11810 | 12434 | 13063 | 13677 | 14291 | 15216 | 15823 |

RATES OF PAY - RC-062
EFFECTIVE JULY 1, 2025

| 3.95% | | | STEPS | | | | | | | | | |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| RC-062-08 | Regular Formula Rate | | 4004 | 4129 | 4161 | 4294 | 4418 | 4558 | 4680 | 4816 | 5044 | 5245 |
| | Alternative Formula Rate | | 4161 | 4290 | 4325 | 4468 | 4594 | 4742 | 4870 | 5017 | 5253 | 5464 |
| | Maximum Security Rate | | 4252 | 4384 | 4424 | 4559 | 4694 | 4843 | 4975 | 5116 | 5352 | 5569 |
| RC-062-09 | Regular Formula Rate | | 4128 | 4258 | 4294 | 4426 | 4568 | 4708 | 4860 | 5004 | 5241 | 5450 |
| | Alternative Formula Rate | | 4293 | 4427 | 4468 | 4605 | 4753 | 4899 | 5059 | 5211 | 5457 | 5679 |
| | Maximum Security Rate | | 4378 | 4517 | 4559 | 4700 | 4849 | 5001 | 5160 | 5313 | 5563 | 5788 |
| RC-062-10 | Regular Formula Rate | | 4258 | 4390 | 4430 | 4593 | 4729 | 4886 | 5039 | 5193 | 5458 | 5680 |
| | Alternative Formula Rate | | 4427 | 4563 | 4610 | 4780 | 4921 | 5089 | 5247 | 5414 | 5702 | 5928 |
| | Maximum Security Rate | | 4517 | 4657 | 4704 | 4873 | 5021 | 5188 | 5348 | 5523 | 5808 | 6038 |
| RC-062-10rb | Regular Formula Rate | | 196 | 202 | 204 | 211 | 217 | 225 | 232 | 239 | 251 | 261 |
| RC-062-11 | Regular Formula Rate | | 4414 | 4549 | 4594 | 4751 | 4904 | 5082 | 5247 | 5412 | 5700 | 5926 |
| | Alternative Formula Rate | | 4586 | 4729 | 4782 | 4951 | 5110 | 5294 | 5471 | 5643 | 5948 | 6186 |
| | Maximum Security Rate | | 4674 | 4820 | 4875 | 5046 | 5210 | 5396 | 5574 | 5752 | 6055 | 6297 |
| RC-062-11rb | Regular Formula Rate | | 203 | 209 | 211 | 218 | 226 | 234 | 241 | 248 | 262 | 272 |
| RC-062-12 | Regular Formula Rate | | 4586 | 4729 | 4782 | 4955 | 5116 | 5309 | 5483 | 5683 | 5991 | 6228 |
| | Alternative Formula Rate | | 4772 | 4919 | 4976 | 5159 | 5330 | 5534 | 5726 | 5930 | 6253 | 6505 |
| | Maximum Security Rate | | 4861 | 5015 | 5073 | 5258 | 5430 | 5641 | 5833 | 6042 | 6367 | 6622 |
| RC-062-12h | Regular Formula Rate | | 28.22 | 29.10 | 29.43 | 30.49 | 31.48 | 32.67 | 33.74 | 34.97 | 36.87 | 38.33 |
| RC-062-13 | Regular Formula Rate | | 4756 | 4904 | 4960 | 5141 | 5336 | 5536 | 5737 | 5953 | 6286 | 6533 |
| | Alternative Formula Rate | | 4949 | 5104 | 5164 | 5352 | 5567 | 5783 | 5995 | 6215 | 6568 | 6832 |
| | Maximum Security Rate | | 5042 | 5198 | 5264 | 5456 | 5674 | 5894 | 6102 | 6327 | 6682 | 6949 |
| RC-062-14 | Regular Formula Rate | | 4954 | 5108 | 5173 | 5367 | 5577 | 5821 | 6032 | 6261 | 6629 | 6894 |
| | Alternative Formula Rate | | 5161 | 5324 | 5393 | 5594 | 5826 | 6077 | 6305 | 6547 | 6925 | 7200 |
| | Maximum Security Rate | | 5255 | 5418 | 5492 | 5706 | 5928 | 6186 | 6420 | 6657 | 7036 | 7315 |
| RC-062-14h | Regular Formula Rate | | 30.49 | 31.43 | 31.83 | 33.03 | 34.32 | 35.82 | 37.12 | 38.53 | 40.79 | 42.42 |
| RC-062-15 | Regular Formula Rate | | 5148 | 5309 | 5378 | 5615 | 5846 | 6074 | 6319 | 6558 | 6953 | 7227 |
| | Alternative Formula Rate | | 5368 | 5537 | 5612 | 5857 | 6102 | 6346 | 6609 | 6853 | 7260 | 7555 |
| | Maximum Security Rate | | 5465 | 5637 | 5712 | 5967 | 6208 | 6458 | 6721 | 6965 | 7375 | 7669 |
| RC-062-16 | Regular Formula Rate | | 5384 | 5552 | 5629 | 5879 | 6139 | 6394 | 6660 | 6926 | 7337 | 7631 |
| | Alternative Formula Rate | | 5615 | 5792 | 5871 | 6139 | 6422 | 6686 | 6964 | 7240 | 7670 | 7980 |
| | Maximum Security Rate | | 5722 | 5897 | 5985 | 6249 | 6530 | 6799 | 7072 | 7352 | 7776 | 8089 |
| RC-062-16h | Regular Formula Rate | | 33.13 | 34.17 | 34.64 | 36.18 | 37.78 | 39.35 | 40.98 | 42.62 | 45.15 | 46.96 |
| RC-062-17 | Regular Formula Rate | | 5637 | 5813 | 5897 | 6168 | 6453 | 6726 | 6999 | 7282 | 7715 | 8026 |
| | Alternative Formula Rate | | 5876 | 6061 | 6154 | 6447 | 6742 | 7027 | 7312 | 7611 | 8063 | 8389 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Maximum Security Rate | | 5981 | 6168 | 6263 | 6561 | 6859 | 7141 | 7425 | 7721 | 8181 | 8505 |
| RC-062-18 | Regular Formula Rate | | 5928 | 6113 | 6207 | 6505 | 6806 | 7120 | 7406 | 7705 | 8163 | 8493 |
| | Alternative Formula Rate | | 6187 | 6379 | 6483 | 6801 | 7118 | 7440 | 7745 | 8054 | 8536 | 8876 |
| | Maximum Security Rate | | 6287 | 6485 | 6590 | 6911 | 7227 | 7553 | 7857 | 8168 | 8642 | 8992 |
| RC-062-18rb | Regular Formula Rate | | 273 | 281 | 285 | 299 | 313 | 327 | 341 | 354 | 375 | 390 |
| RC-062-19 | Regular Formula Rate | | 6242 | 6436 | 6539 | 6873 | 7196 | 7529 | 7849 | 8177 | 8675 | 9021 |
| | Alternative Formula Rate | | 6520 | 6723 | 6835 | 7186 | 7517 | 7876 | 8202 | 8548 | 9062 | 9427 |
| | Maximum Security Rate | | 6624 | 6835 | 6952 | 7300 | 7633 | 7985 | 8318 | 8661 | 9175 | 9542 |
| RC-062-19rb | Regular Formula Rate | | 287 | 296 | 301 | 316 | 331 | 346 | 361 | 376 | 399 | 415 |
| RC-062-20 | Regular Formula Rate | | 6589 | 6795 | 6910 | 7259 | 7594 | 7957 | 8304 | 8648 | 9173 | 9541 |
| | Alternative Formula Rate | | 6880 | 7097 | 7221 | 7584 | 7943 | 8320 | 8677 | 9037 | 9589 | 9974 |
| | Maximum Security Rate | | 6991 | 7210 | 7336 | 7697 | 8054 | 8429 | 8788 | 9150 | 9699 | 10086 |
| RC-062-21 | Regular Formula Rate | | 6952 | 7172 | 7299 | 7673 | 8043 | 8418 | 8800 | 9168 | 9740 | 10130 |
| | Alternative Formula Rate | | 7262 | 7491 | 7627 | 8018 | 8406 | 8795 | 9200 | 9585 | 10181 | 10587 |
| | Maximum Security Rate | | 7369 | 7602 | 7739 | 8128 | 8515 | 8913 | 9310 | 9693 | 10291 | 10701 |
| RC-062-22 | Regular Formula Rate | | 7345 | 7576 | 7714 | 8116 | 8511 | 8915 | 9327 | 9714 | 10320 | 10734 |
| | Alternative Formula Rate | | 7669 | 7913 | 8060 | 8482 | 8898 | 9315 | 9745 | 10157 | 10785 | 11213 |
| | Maximum Security Rate | | 7783 | 8027 | 8177 | 8589 | 9010 | 9427 | 9861 | 10273 | 10898 | 11335 |
| RC-062-23 | Regular Formula Rate | | 7787 | 8032 | 8184 | 8615 | 9058 | 9488 | 9923 | 10352 | 11008 | 11450 |
| | Alternative Formula Rate | | 8136 | 8394 | 8555 | 9008 | 9468 | 9914 | 10375 | 10823 | 11501 | 11960 |
| | Maximum Security Rate | | 8240 | 8499 | 8668 | 9117 | 9580 | 10027 | 10485 | 10938 | 11614 | 12074 |
| RC-062-23rb | Regular Formula Rate | | 358 | 369 | 376 | 396 | 416 | 436 | 456 | 476 | 506 | 526 |
| RC-062-24 | Regular Formula Rate | | 8281 | 8542 | 8708 | 9170 | 9654 | 10115 | 10585 | 11061 | 11756 | 12223 |
| | Alternative Formula Rate | | 8649 | 8923 | 9103 | 9588 | 10087 | 10575 | 11057 | 11558 | 12285 | 12775 |
| | Maximum Security Rate | | 8759 | 9034 | 9216 | 9697 | 10195 | 10681 | 11172 | 11672 | 12395 | 12890 |
| RC-062-24rb | Regular Formula Rate | | 381 | 393 | 400 | 422 | 444 | 465 | 487 | 509 | 541 | 562 |
| RC-062-25 | Regular Formula Rate | | 8821 | 9100 | 9282 | 9791 | 10309 | 10821 | 11335 | 11852 | 12613 | 13114 |
| | Alternative Formula Rate | | 9211 | 9499 | 9699 | 10229 | 10765 | 11313 | 11850 | 12386 | 13179 | 13707 |
| | Maximum Security Rate | | 9317 | 9613 | 9812 | 10342 | 10879 | 11421 | 11957 | 12493 | 13291 | 13827 |
| RC-062-26 | Regular Formula Rate | | 9402 | 9702 | 9907 | 10450 | 11004 | 11559 | 12100 | 12642 | 13456 | 13995 |
| | Alternative Formula Rate | | 9854 | 10164 | 10384 | 10946 | 11525 | 12107 | 12675 | 13241 | 14098 | 14660 |
| | Maximum Security Rate | | 9944 | 10256 | 10479 | 11051 | 11638 | 12225 | 12794 | 13369 | 14236 | 14807 |
| RC-062-27 | Regular Formula Rate | | 10032 | 10351 | 10576 | 11153 | 11737 | 12332 | 12912 | 13492 | 14363 | 14941 |
| | Alternative Formula Rate | | 10484 | 10815 | 11053 | 11653 | 12269 | 12895 | 13497 | 14102 | 15015 | 15615 |
| RC-062-28 | Regular Formula Rate | | 10522 | 10855 | 11096 | 11696 | 12316 | 12943 | 13549 | 14156 | 15072 | 15677 |
| RC-062-29 | Regular Formula Rate | | 11037 | 11387 | 11642 | 12276 | 12925 | 13579 | 14217 | 14855 | 15817 | 16448 |

RATES OF PAY - RC-062
EFFECTIVE JULY 1, 2026

3.50%

STEPS

| PAY GRADE | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-062-08 | Regular Formula Rate | 4144 | 4274 | 4307 | 4444 | 4573 | 4718 | 4844 | 4985 | 5221 | 5429 |
| | Alternative Formula Rate | 4307 | 4440 | 4476 | 4624 | 4755 | 4908 | 5040 | 5193 | 5437 | 5655 |
| | Maximum Security Rate | 4401 | 4537 | 4579 | 4719 | 4858 | 5013 | 5149 | 5295 | 5539 | 5764 |
| RC-062-09 | Regular Formula Rate | 4272 | 4407 | 4444 | 4581 | 4728 | 4873 | 5030 | 5179 | 5424 | 5641 |
| | Alternative Formula Rate | 4443 | 4582 | 4624 | 4766 | 4919 | 5070 | 5236 | 5393 | 5648 | 5878 |
| | Maximum Security Rate | 4531 | 4675 | 4719 | 4865 | 5019 | 5176 | 5341 | 5499 | 5758 | 5991 |
| RC-062-10 | Regular Formula Rate | 4407 | 4544 | 4585 | 4754 | 4895 | 5057 | 5215 | 5375 | 5649 | 5879 |
| | Alternative Formula Rate | 4582 | 4723 | 4771 | 4947 | 5093 | 5267 | 5431 | 5603 | 5902 | 6135 |
| | Maximum Security Rate | 4675 | 4820 | 4869 | 5044 | 5197 | 5370 | 5535 | 5716 | 6011 | 6249 |
| RC-062-10rb | Regular Formula Rate | 203 | 209 | 211 | 219 | 225 | 233 | 240 | 247 | 260 | 270 |
| RC-062-11 | Regular Formula Rate | 4568 | 4708 | 4755 | 4917 | 5076 | 5260 | 5431 | 5601 | 5900 | 6133 |
| | Alternative Formula Rate | 4747 | 4895 | 4949 | 5124 | 5289 | 5479 | 5662 | 5841 | 6156 | 6403 |
| | Maximum Security Rate | 4838 | 4989 | 5046 | 5223 | 5392 | 5585 | 5769 | 5953 | 6267 | 6517 |
| RC-062-11rb | Regular Formula Rate | 210 | 216 | 219 | 226 | 233 | 242 | 250 | 258 | 271 | 282 |
| RC-062-12 | Regular Formula Rate | 4747 | 4895 | 4949 | 5128 | 5295 | 5495 | 5675 | 5882 | 6201 | 6446 |
| | Alternative Formula Rate | 4939 | 5091 | 5150 | 5340 | 5517 | 5728 | 5926 | 6138 | 6472 | 6733 |
| | Maximum Security Rate | 5031 | 5191 | 5251 | 5442 | 5620 | 5838 | 6037 | 6253 | 6590 | 6854 |
| RC-062-12h | Regular Formula Rate | 29.21 | 30.12 | 30.46 | 31.56 | 32.58 | 33.82 | 34.92 | 36.20 | 38.16 | 39.67 |
| RC-062-13 | Regular Formula Rate | 4922 | 5076 | 5134 | 5321 | 5523 | 5730 | 5938 | 6161 | 6506 | 6762 |
| | Alternative Formula Rate | 5122 | 5283 | 5345 | 5539 | 5762 | 5985 | 6205 | 6433 | 6798 | 7071 |
| | Maximum Security Rate | 5218 | 5380 | 5448 | 5647 | 5873 | 6100 | 6316 | 6548 | 6916 | 7192 |
| RC-062-14 | Regular Formula Rate | 5127 | 5287 | 5354 | 5555 | 5772 | 6025 | 6243 | 6480 | 6861 | 7135 |
| | Alternative Formula Rate | 5342 | 5510 | 5582 | 5790 | 6030 | 6290 | 6526 | 6776 | 7167 | 7452 |
| | Maximum Security Rate | 5439 | 5608 | 5684 | 5906 | 6135 | 6403 | 6645 | 6890 | 7282 | 7571 |
| RC-062-14h | Regular Formula Rate | 31.55 | 32.54 | 32.95 | 34.18 | 35.52 | 37.08 | 38.42 | 39.88 | 42.22 | 43.91 |
| RC-062-15 | Regular Formula Rate | 5328 | 5495 | 5566 | 5812 | 6051 | 6287 | 6540 | 6788 | 7196 | 7480 |
| | Alternative Formula Rate | 5556 | 5731 | 5808 | 6062 | 6316 | 6568 | 6840 | 7093 | 7514 | 7819 |
| | Maximum Security Rate | 5656 | 5834 | 5912 | 6176 | 6425 | 6684 | 6956 | 7209 | 7633 | 7937 |
| RC-062-16 | Regular Formula Rate | 5572 | 5746 | 5826 | 6085 | 6354 | 6618 | 6893 | 7168 | 7594 | 7898 |
| | Alternative Formula Rate | 5812 | 5995 | 6076 | 6354 | 6647 | 6920 | 7208 | 7493 | 7938 | 8259 |
| | Maximum Security Rate | 5922 | 6103 | 6194 | 6468 | 6759 | 7037 | 7320 | 7609 | 8048 | 8372 |
| RC-062-16h | Regular Formula Rate | 34.29 | 35.36 | 35.85 | 37.45 | 39.10 | 40.73 | 42.42 | 44.11 | 46.73 | 48.60 |
| RC-062-17 | Regular Formula Rate | 5834 | 6016 | 6103 | 6384 | 6679 | 6961 | 7244 | 7537 | 7985 | 8307 |
| | Alternative Formula Rate | 6082 | 6273 | 6369 | 6673 | 6978 | 7273 | 7568 | 7877 | 8345 | 8683 |
| | Maximum Security Rate | 6190 | 6384 | 6482 | 6791 | 7099 | 7391 | 7685 | 7991 | 8467 | 8803 |
| RC-062-18 | Regular Formula Rate | 6135 | 6327 | 6424 | 6733 | 7044 | 7369 | 7665 | 7975 | 8449 | 8790 |
| | Alternative Formula Rate | 6404 | 6602 | 6710 | 7039 | 7367 | 7700 | 8016 | 8336 | 8835 | 9187 |
| | Maximum Security Rate | 6507 | 6712 | 6821 | 7153 | 7480 | 7817 | 8132 | 8454 | 8944 | 9307 |
| RC-062-18rb | Regular Formula Rate | 282 | 291 | 295 | 310 | 324 | 339 | 352 | 367 | 388 | 404 |
| RC-062-19 | Regular Formula Rate | 6460 | 6661 | 6768 | 7114 | 7448 | 7793 | 8124 | 8463 | 8979 | 9337 |
| | Alternative Formula Rate | 6748 | 6958 | 7074 | 7438 | 7780 | 8152 | 8489 | 8847 | 9379 | 9757 |
| | Maximum Security Rate | 6856 | 7074 | 7195 | 7556 | 7900 | 8264 | 8609 | 8964 | 9496 | 9876 |
| RC-062-19rb | Regular Formula Rate | 297 | 306 | 311 | 327 | 342 | 358 | 374 | 389 | 413 | 429 |
| RC-062-20 | Regular Formula Rate | 6820 | 7033 | 7152 | 7513 | 7860 | 8235 | 8595 | 8951 | 9494 | 9875 |
| | Alternative Formula Rate | 7121 | 7345 | 7474 | 7849 | 8221 | 8611 | 8981 | 9353 | 9925 | 10323 |
| | Maximum Security Rate | 7236 | 7462 | 7593 | 7966 | 8336 | 8724 | 9096 | 9470 | 10038 | 10439 |
| RC-062-21 | Regular Formula Rate | 7195 | 7423 | 7554 | 7942 | 8325 | 8713 | 9108 | 9489 | 10081 | 10485 |
| | Alternative Formula Rate | 7516 | 7753 | 7894 | 8299 | 8700 | 9103 | 9522 | 9920 | 10537 | 10958 |
| | Maximum Security Rate | 7627 | 7868 | 8010 | 8412 | 8813 | 9225 | 9636 | 10032 | 10651 | 11076 |
| RC-062-22 | Regular Formula Rate | 7602 | 7841 | 7984 | 8400 | 8809 | 9227 | 9653 | 10054 | 10681 | 11110 |
| | Alternative Formula Rate | 7937 | 8190 | 8342 | 8779 | 9209 | 9641 | 10086 | 10512 | 11162 | 11605 |
| | Maximum Security Rate | 8055 | 8308 | 8463 | 8890 | 9325 | 9757 | 10206 | 10633 | 11279 | 11732 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-062-23 | Regular Formula Rate | | 8060 | 8313 | 8470 | 8917 | 9375 | 9820 | 10270 | 10714 | 11393 | 11851 |
| | Alternative Formula Rate | | 8421 | 8688 | 8854 | 9323 | 9799 | 10261 | 10738 | 11202 | 11904 | 12379 |
| | Maximum Security Rate | | 8528 | 8796 | 8971 | 9436 | 9915 | 10378 | 10852 | 11321 | 12020 | 12497 |
| RC-062-23rb | Regular Formula Rate | | 371 | 382 | 389 | 410 | 431 | 451 | 472 | 493 | 524 | 545 |
| RC-062-24 | Regular Formula Rate | | 8571 | 8841 | 9013 | 9491 | 9992 | 10469 | 10955 | 11448 | 12167 | 12651 |
| | Alternative Formula Rate | | 8952 | 9235 | 9422 | 9924 | 10440 | 10945 | 11444 | 11963 | 12715 | 13222 |
| | Maximum Security Rate | | 9066 | 9350 | 9539 | 10036 | 10552 | 11055 | 11563 | 12081 | 12829 | 13341 |
| RC-062-24rb | Regular Formula Rate | | 394 | 406 | 414 | 436 | 459 | 481 | 504 | 526 | 559 | 582 |
| RC-062-25 | Regular Formula Rate | | 9130 | 9419 | 9607 | 10134 | 10670 | 11200 | 11732 | 12267 | 13054 | 13573 |
| | Alternative Formula Rate | | 9533 | 9831 | 10038 | 10587 | 11142 | 11709 | 12265 | 12820 | 13640 | 14187 |
| | Maximum Security Rate | | 9643 | 9949 | 10155 | 10704 | 11260 | 11821 | 12375 | 12930 | 13756 | 14311 |
| RC-062-26 | Regular Formula Rate | | 9731 | 10042 | 10254 | 10816 | 11389 | 11964 | 12524 | 13084 | 13927 | 14485 |
| | Alternative Formula Rate | | 10199 | 10520 | 10747 | 11329 | 11928 | 12531 | 13119 | 13704 | 14591 | 15173 |
| | Maximum Security Rate | | 10292 | 10615 | 10846 | 11438 | 12045 | 12653 | 13242 | 13837 | 14734 | 15325 |
| RC-062-27 | Regular Formula Rate | | 10383 | 10713 | 10946 | 11543 | 12148 | 12764 | 13364 | 13964 | 14866 | 15464 |
| | Alternative Formula Rate | | 10851 | 11194 | 11440 | 12061 | 12698 | 13346 | 13969 | 14596 | 15541 | 16162 |
| RC-062-28 | Regular Formula Rate | | 10890 | 11235 | 11484 | 12105 | 12747 | 13396 | 14023 | 14651 | 15600 | 16226 |
| RC-062-29 | Regular Formula Rate | | 11423 | 11786 | 12049 | 12706 | 13377 | 14054 | 14715 | 15375 | 16371 | 17024 |

PART XXII
RC-063 TITLES AND SALARY GRADES

RC-063 TITLES AND PAY GRADES

| TITLE CODE | CLASSIFICATION TITLE | PAY GRADE |
|---------------|---|-------------|
| 83675 | 911 Analyst III | RC-063-20 |
| 00203 | Actuary III | RC-063-26 |
| 01440 | Architect | RC-063-22 |
| 06901 | Chaplain I | RC-063-17 |
| 06902 | Chaplain II | RC-063-20 |
| 65200 | Chief State Veterinarian | RC-063-24 |
| 07190 | Child Welfare Administrative Case Reviewer | RC-063-23 |
| 07196 | Child Welfare Court Facilitator | RC-063-22 |
| 07215 | Child Welfare Advanced Specialist | RC-063-20 |
| 07217 | Child Welfare Senior Specialist | RC-063-22 |
| 07218 | Child Welfare Specialist | RC-063-19 |
| 07601 | Civil Engineer I | RC-063-15 |
| 07602 | Civil Engineer II | RC-063-17 |
| 07603 | Civil Engineer III | RC-063-19 |
| 07604 | Civil Engineer IV | RC-063-22 |
| 08235 | Clinical Pharmacist | RC-063-25 |
| 08250 | Clinical Psychologist | RC-063-23 |
| 08255 | Clinical Psychology Associate | RC-063-18 |
| 09758 | Corrections Assessment Specialist | RC-063-19 |
| 68201 | Curator I | RC-063-15 |
| 68202 | Curator II | RC-063-17 |
| 68203 | Curator III | RC-063-19 |
| 11472 | Day Care Licensing Representative II | RC-063-19 |
| 11751 | Dentist I | RC-063-23 |
| 11752 | Dentist II | RC-063-26 |
| 70048 | Economic Analyst II | RC-063-18 |
| 70054 | Economic Analyst III | RC-063-21 |
| 70055 | Economic Analyst IV | RC-063-23 |
| 13100 | Educator | RC-063-ED |
| 13103 | Educator - Career and Technical - 9 Months | RC-063-11.5 |
| 13103 | Educator - Career and Technical - 12 Months | RC-063-14 |
| 13180 | Electrical Engineer | RC-063-22 |
| 70242 | Electrical Engineer II | RC-063-18 |
| 70243 | Electrical Engineer III | RC-063-21 |
| 70244 | Electrical Engineer IV | RC-063-23 |
| 70683 | Engineering Analyst III | RC-063-21 |
| 70684 | Engineering Analyst IV | RC-063-23 |
| 13751 | Environmental Engineer I | RC-063-15 |
| 13752 | Environmental Engineer II | RC-063-17 |
| 13753 | Environmental Engineer III | RC-063-19 |
| 13754 | Environmental Engineer IV | RC-063-22 |
| 13791 | Environmental Protection Engineer I | RC-063-15 |
| 13792 | Environmental Protection Engineer II | RC-063-17 |
| 13793 | Environmental Protection Engineer III | RC-063-19 |
| 13794 | Environmental Protection Engineer IV | RC-063-23 |
| 13801 | Environmental Protection Geologist I | RC-063-15 |
| 13802 | Environmental Protection Geologist II | RC-063-17 |
| 13803 | Environmental Protection Geologist III | RC-063-19 |
| 13804 | Environmental Protection Geologist IV | RC-063-23 |
| 15340 | Fire Protection Engineer | RC-063-22 |

| | | |
|-------|--|-------------|
| 17271 | Geographic Information Specialist I | RC-063-19 |
| 17272 | Geographic Information Specialist II | RC-063-23 |
| 17276 | Geographic Information Trainee | RC-063-15 |
| 17345 | Graduate Pharmacist | RC-063-20 |
| 18227 | Hearing and Speech Advanced Specialist | RC-063-22 |
| 18231 | Hearing and Speech Associate | RC-063-18 |
| 18233 | Hearing and Speech Specialist | RC-063-20 |
| 18987 | Historical Library Chief of Acquisitions | RC-063-19 |
| 21161 | Information Services Specialist I | RC-063-17 |
| 21162 | Information Services Specialist II | RC-063-19 |
| 21163 | Information Technology Trainee | RC-063-15 |
| 21165 | Information Systems Analyst I | RC-063-21 |
| 21166 | Information Systems Analyst II | RC-063-23 |
| 21167 | Information Systems Analyst III | RC-063-25 |
| 21970 | Juvenile Justice School Counselor | RC-063-ED |
| 23025 | Laboratory Research Scientist | RC-063-23 |
| 23145 | Landscape Architect | RC-063-22 |
| 23150 | Landscape Planner | RC-063-19 |
| 23401 | Librarian I | RC-063-16 |
| 23402 | Librarian II | RC-063-18 |
| 25583 | Management Systems Specialist | RC-063-21 |
| 81550 | Manager | RC-063-24 |
| 25610 | Manuscripts Manager | RC-063-19 |
| 26201 | Mechanical Engineer I | RC-063-15 |
| 26202 | Mechanical Engineer II | RC-063-17 |
| 26203 | Mechanical Engineer III | RC-063-19 |
| 82960 | Military Engineer Technician | RC-063-19 |
| 83455 | Museum Section Head I | RC-063-16 |
| 83693 | Nuclear Safety Administrator I | RC-063-27 |
| 83694 | Nuclear Safety Administrator II | RC-063-29 |
| 83710 | Nuclear Safety Engineer II | RC-063-26 |
| 83714 | Nuclear Safety Health Physicist II | RC-063-26 |
| 83746 | Nuclear Safety Manager II | RC-063-24 |
| 83757 | Nuclear Safety Policy Analyst III | RC-063-23 |
| 83761 | Nuclear Safety Scientist II | RC-063-24 |
| 83767 | Nuclear Safety Supervisor III | RC-063-22 |
| 85751 | Pipeline Safety Supervisor | RC-063-24 |
| 29820 | Nutritionist | RC-063-18 |
| 29900 | Occupational Therapist | RC-063-17 |
| 29908 | Occupational Therapist Program Coordinator | RC-063-19 |
| 29910 | Occupational Therapist Supervisor | RC-063-21 |
| 32010 | Pharmacy Services Coordinator | RC-063-25 |
| 32025 | Pharmacy Manager | RC-063-27 |
| 32145 | Physical Therapist | RC-063-17 |
| 32153 | Physical Therapist Program Coordinator | RC-063-19 |
| 32200 | Physician | RC-063-MD |
| 32221 | Physician Specialist, Option A | RC-063-MD-A |
| 32222 | Physician Specialist, Option B | RC-063-MD-B |
| 32223 | Physician Specialist, Option C | RC-063-MD-C |
| 32224 | Physician Specialist, Option D | RC-063-MD-D |
| 32225 | Physician Specialist, Option E | RC-063-MD-E |
| 32960 | Podiatrist | RC-063-14 |
| 34725 | Project Designer | RC-063-19 |
| 35611 | Psychologist I | RC-063-17 |
| 35612 | Psychologist II | RC-063-20 |
| 35613 | Psychologist III | RC-063-22 |
| 35626 | Psychologist Associate | RC-063-15 |
| 36430 | Public Health Educator | RC-063-19 |

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|-------|---|-----------|
| 37015 | Public Service Administrator, Option 8U | RC-063-21 |
| 37015 | Public Service Administrator, Option 8H | RC-063-22 |
| 37015 | Public Service Administrator, Option 8I | RC-063-22 |
| 37015 | Public Service Administrator, Option 9G | RC-063-22 |
| 37015 | Public Service Administrator, Option 8D | RC-063-23 |
| 37015 | Public Service Administrator, Option 1 | RC-063-24 |
| 37015 | Public Service Administrator, Option 3 | RC-063-24 |
| 37015 | Public Service Administrator, Option 4 | RC-063-24 |
| 37015 | Public Service Administrator, Option 6 | RC-063-24 |
| 37015 | Public Service Administrator, Option 6E | RC-063-24 |
| 37015 | Public Service Administrator, Option 7 (Criminal Justice Information Authority) | RC-063-24 |
| 37015 | Public Service Administrator, Option 8A | RC-063-24 |
| 37015 | Public Service Administrator, Option 8E | RC-063-24 |
| 37015 | Public Service Administrator, Option 8N | RC-063-24 |
| 37015 | Public Service Administrator, Option 8S (Human Services, Veterans' Affairs) | RC-063-24 |
| 37015 | Public Service Administrator, Option 8T | RC-063-24 |
| 37015 | Public Service Administrator, Option 8P (Human Services) | RC-063-26 |
| 88840 | Rail Safety Program Administrator | RC-063-26 |
| 88866 | Rate Analyst II | RC-063-18 |
| 88867 | Rate Analyst III | RC-063-21 |
| 38163 | Rehabilitation/Mobility Instructor | RC-063-19 |
| 38167 | Rehabilitation/Mobility Instructor Trainee | RC-063-15 |
| 89720 | Research Analyst | RC-063-17 |
| 39200 | School Psychologist | RC-063-19 |
| 91440 | Senior Economic Analyst | RC-063-24 |
| 92255 | Senior Rate Analyst | RC-063-24 |
| 92345 | Senior State Veterinarian | RC-063-25 |
| 41412 | Social Worker II | RC-063-19 |
| 41413 | Social Worker III | RC-063-20 |
| 41414 | Social Worker IV | RC-063-22 |
| 41680 | Special Education Resources Coordinator | RC-063-ED |
| 41787 | Staff Pharmacist | RC-063-24 |
| 94085 | State Veterinarian | RC-063-22 |
| 42745 | Statistical Research Supervisor | RC-063-20 |
| 97305 | Tariff Administrator IV | RC-063-23 |
| 97389 | Technical Analyst | RC-063-26 |
| 47901 | Veterinarian I | RC-063-18 |
| 47902 | Veterinarian II | RC-063-20 |
| 47903 | Veterinarian III | RC-063-21 |
| 47941 | Vision and Hearing Consultant I | RC-063-16 |
| 47942 | Vision and Hearing Consultant II | RC-063-20 |
| 47943 | Vision and Hearing Consultant III | RC-063-21 |
| 99342 | Water Engineer II | RC-063-18 |
| 99343 | Water Engineer III | RC-063-20 |
| 99344 | Water Engineer IV | RC-063-23 |

**RATES OF PAY - RC-063
EFFECTIVE JULY 1, 2023**

4.00%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|------|------|------|------|------|------|------|------|------|-------|-------|
| RC-063-11.5 | Regular Formula Rate | 3717 | 3836 | 3954 | 3992 | 4176 | 4366 | 4552 | 4736 | 4928 | 5223 | 5431 |
| | Alternative Formula Rate | 3874 | 3999 | 4124 | 4163 | 4363 | 4566 | 4755 | 4949 | 5151 | 5457 | 5677 |
| | Maximum Security Rate | 3943 | 4070 | 4196 | 4240 | 4441 | 4643 | 4834 | 5026 | 5226 | 5536 | 5755 |
| RC-063-14 | Regular Formula Rate | 4331 | 4471 | 4610 | 4668 | 4843 | 5033 | 5254 | 5444 | 5650 | 5982 | 6221 |
| | Alternative Formula Rate | 4514 | 4658 | 4805 | 4866 | 5048 | 5258 | 5484 | 5690 | 5908 | 6250 | 6498 |
| | Maximum Security Rate | 4593 | 4742 | 4890 | 4956 | 5149 | 5350 | 5582 | 5793 | 6008 | 6350 | 6601 |
| RC-063-15 | Regular Formula Rate | 4499 | 4646 | 4791 | 4854 | 5067 | 5276 | 5481 | 5702 | 5918 | 6275 | 6522 |
| | Alternative Formula Rate | 4692 | 4844 | 4997 | 5064 | 5285 | 5506 | 5727 | 5964 | 6184 | 6551 | 6818 |
| | Maximum Security Rate | 4777 | 4932 | 5087 | 5155 | 5384 | 5602 | 5828 | 6065 | 6285 | 6656 | 6921 |
| RC-063-16 | Regular Formula Rate | 4706 | 4859 | 5011 | 5080 | 5305 | 5540 | 5770 | 6011 | 6251 | 6621 | 6887 |
| | Alternative Formula Rate | 4907 | 5067 | 5227 | 5299 | 5540 | 5795 | 6034 | 6284 | 6534 | 6922 | 7202 |
| | Maximum Security Rate | 5001 | 5164 | 5322 | 5402 | 5640 | 5893 | 6136 | 6381 | 6635 | 7018 | 7300 |
| RC-063-17 | Regular Formula Rate | 4928 | 5087 | 5246 | 5322 | 5567 | 5823 | 6069 | 6316 | 6572 | 6963 | 7243 |
| | Alternative Formula Rate | 5137 | 5303 | 5470 | 5553 | 5818 | 6085 | 6341 | 6598 | 6868 | 7277 | 7571 |
| | Maximum Security Rate | 5229 | 5398 | 5567 | 5652 | 5921 | 6189 | 6445 | 6700 | 6968 | 7382 | 7675 |
| RC-063-18 | Regular Formula Rate | 5181 | 5350 | 5517 | 5601 | 5870 | 6141 | 6425 | 6684 | 6953 | 7367 | 7664 |
| | Alternative Formula Rate | 5408 | 5583 | 5757 | 5851 | 6138 | 6424 | 6714 | 6989 | 7268 | 7703 | 8011 |
| | Maximum Security Rate | 5495 | 5673 | 5853 | 5947 | 6236 | 6522 | 6817 | 7090 | 7372 | 7799 | 8114 |
| RC-063-19 | Regular Formula Rate | 5456 | 5633 | 5808 | 5901 | 6203 | 6495 | 6794 | 7084 | 7379 | 7828 | 8140 |
| | Alternative Formula Rate | 5698 | 5884 | 6067 | 6168 | 6485 | 6783 | 7108 | 7402 | 7714 | 8179 | 8507 |
| | Maximum Security Rate | 5793 | 5978 | 6168 | 6274 | 6588 | 6889 | 7207 | 7506 | 7817 | 8280 | 8611 |
| RC-063-20 | Regular Formula Rate | 5757 | 5946 | 6133 | 6235 | 6550 | 6853 | 7181 | 7494 | 7804 | 8278 | 8610 |
| | Alternative Formula Rate | 6014 | 6209 | 6404 | 6517 | 6844 | 7168 | 7508 | 7830 | 8156 | 8654 | 9001 |
| | Maximum Security Rate | 6108 | 6308 | 6506 | 6620 | 6946 | 7268 | 7607 | 7931 | 8257 | 8752 | 9102 |
| RC-063-21 | Regular Formula Rate | 6078 | 6274 | 6472 | 6587 | 6924 | 7258 | 7597 | 7941 | 8274 | 8790 | 9141 |
| | Alternative Formula Rate | 6346 | 6553 | 6760 | 6883 | 7235 | 7586 | 7938 | 8302 | 8650 | 9187 | 9554 |
| | Maximum Security Rate | 6439 | 6650 | 6860 | 6984 | 7335 | 7684 | 8043 | 8402 | 8747 | 9287 | 9657 |
| RC-063-22 | Regular Formula Rate | 6422 | 6628 | 6837 | 6962 | 7325 | 7681 | 8045 | 8418 | 8767 | 9313 | 9687 |
| | Alternative Formula Rate | 6704 | 6921 | 7140 | 7274 | 7655 | 8030 | 8406 | 8794 | 9166 | 9733 | 10119 |
| | Maximum Security Rate | 6798 | 7023 | 7244 | 7379 | 7751 | 8132 | 8507 | 8899 | 9271 | 9835 | 10229 |
| RC-063-22rb | Regular Formula Rate | 295 | 305 | 314 | 320 | 337 | 353 | 370 | 387 | 403 | 428 | 445 |
| RC-063-23 | Regular Formula Rate | 6805 | 7027 | 7249 | 7385 | 7775 | 8175 | 8562 | 8955 | 9342 | 9935 | 10333 |
| | Alternative Formula Rate | 7110 | 7342 | 7575 | 7720 | 8130 | 8544 | 8946 | 9363 | 9768 | 10379 | 10793 |
| | Maximum Security Rate | 7201 | 7436 | 7670 | 7822 | 8228 | 8646 | 9049 | 9462 | 9870 | 10481 | 10896 |

| | | | | | | | | | | | | |
|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-063-24 | Regular Formula Rate | 7234 | 7473 | 7708 | 7859 | 8276 | 8712 | 9129 | 9552 | 9982 | 10609 | 11031 |
| | Alternative Formula Rate | 7560 | 7805 | 8053 | 8215 | 8653 | 9103 | 9543 | 9979 | 10430 | 11086 | 11529 |
| | Maximum Security Rate | 7653 | 7904 | 8153 | 8317 | 8751 | 9201 | 9639 | 10082 | 10533 | 11185 | 11632 |
| RC-063-25 | Regular Formula Rate | 7710 | 7961 | 8212 | 8377 | 8836 | 9303 | 9766 | 10229 | 10696 | 11382 | 11835 |
| | Alternative Formula Rate | 8048 | 8312 | 8573 | 8752 | 9231 | 9715 | 10209 | 10695 | 11178 | 11893 | 12370 |
| | Maximum Security Rate | 8141 | 8408 | 8675 | 8855 | 9333 | 9818 | 10306 | 10791 | 11274 | 11994 | 12478 |
| RC-063-25rb | Regular Formula Rate | 354 | 366 | 378 | 385 | 406 | 428 | 449 | 470 | 492 | 523 | 544 |
| RC-063-26 | Regular Formula Rate | 8217 | 8485 | 8755 | 8940 | 9430 | 9931 | 10431 | 10919 | 11409 | 12143 | 12629 |
| | Alternative Formula Rate | 8613 | 8893 | 9173 | 9371 | 9878 | 10401 | 10926 | 11438 | 11949 | 12722 | 13230 |
| | Maximum Security Rate | 8691 | 8974 | 9256 | 9457 | 9973 | 10502 | 11032 | 11546 | 12064 | 12847 | 13362 |
| RC-063-27 | Regular Formula Rate | 8766 | 9054 | 9341 | 9544 | 10064 | 10592 | 11129 | 11652 | 12176 | 12962 | 13483 |
| | Alternative Formula Rate | 9161 | 9461 | 9760 | 9975 | 10516 | 11072 | 11637 | 12180 | 12726 | 13549 | 14092 |
| RC-063-28 | Regular Formula Rate | 9195 | 9496 | 9796 | 10013 | 10555 | 11114 | 11680 | 12227 | 12775 | 13601 | 14147 |
| RC-063-29 | Regular Formula Rate | 9647 | 9961 | 10276 | 10506 | 11079 | 11664 | 12255 | 12830 | 13406 | 14274 | 14843 |
| RC-063-MD | Regular Formula Rate | 11092 | 11456 | 11819 | 12096 | 12791 | 13492 | 14189 | 14895 | 15583 | | |
| | Alternative Formula Rate | 11590 | 11968 | 12347 | 12643 | 13368 | 14100 | 14829 | 15563 | 16286 | | |
| | Maximum Security Rate | 11680 | 12063 | 12445 | 12742 | 13467 | 14203 | 14931 | 15664 | 16391 | | |
| RC-063-MD-A | Regular Formula Rate | 11724 | 12108 | 12491 | 12791 | 13582 | 14374 | 15165 | 15956 | 16744 | | |
| | Alternative Formula Rate | 12250 | 12651 | 13051 | 13368 | 14198 | 15021 | 15854 | 16677 | 17503 | | |
| | Maximum Security Rate | 12341 | 12744 | 13150 | 13467 | 14295 | 15126 | 15954 | 16781 | 17604 | | |
| RC-063-MD-B | Regular Formula Rate | 12782 | 13199 | 13619 | 13952 | 14787 | 15629 | 16464 | 17307 | 18147 | | |
| | Alternative Formula Rate | 13357 | 13796 | 14234 | 14588 | 15455 | 16337 | 17212 | 18088 | 18963 | | |
| | Maximum Security Rate | 13448 | 13887 | 14329 | 14685 | 15560 | 16440 | 17310 | 18185 | 19066 | | |
| RC-063-MD-C | Regular Formula Rate | 14265 | 14734 | 15201 | 15583 | 16511 | 17449 | 18374 | 19306 | 20234 | | |
| | Alternative Formula Rate | 14906 | 15394 | 15883 | 16286 | 17261 | 18236 | 19203 | 20177 | 21146 | | |
| | Maximum Security Rate | 14999 | 15492 | 15984 | 16391 | 17361 | 18335 | 19307 | 20276 | 21251 | | |
| RC-063-MD-D | Regular Formula Rate | 15962 | 16487 | 17008 | 17449 | 18374 | 19306 | 20234 | 21162 | 22095 | | |
| | Alternative Formula Rate | 16677 | 17227 | 17773 | 18236 | 19203 | 20177 | 21146 | 22125 | 23094 | | |
| | Maximum Security Rate | 16768 | 17318 | 17868 | 18335 | 19307 | 20276 | 21251 | 22222 | 23191 | | |
| RC-063-MD-E | Regular Formula Rate | 16915 | 17469 | 18024 | 18493 | 19480 | 20467 | 21451 | 22441 | 23422 | | |
| | Alternative Formula Rate | 17673 | 18254 | 18833 | 19328 | 20359 | 21393 | 22418 | 23451 | 24477 | | |
| | Maximum Security Rate | 17769 | 18355 | 18936 | 19434 | 20455 | 21488 | 22519 | 23554 | 24582 | | |

RATES OF PAY - RC-063
EFFECTIVE JANUARY 1, 2024

2.50%

STEPS

| PAY GRADE | | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|------|------|------|------|------|------|------|------|-------|-------|-------|
| RC-063-11.5 | Regular Formula Rate | 3810 | 3932 | 4053 | 4092 | 4280 | 4475 | 4666 | 4854 | 5051 | 5354 | 5567 |
| | Alternative Formula Rate | 3971 | 4099 | 4227 | 4267 | 4472 | 4680 | 4874 | 5073 | 5280 | 5593 | 5819 |
| | Maximum Security Rate | 4042 | 4172 | 4301 | 4346 | 4552 | 4759 | 4955 | 5152 | 5357 | 5674 | 5899 |
| RC-063-14 | Regular Formula Rate | 4439 | 4583 | 4725 | 4785 | 4964 | 5159 | 5385 | 5580 | 5791 | 6132 | 6377 |
| | Alternative Formula Rate | 4627 | 4774 | 4925 | 4988 | 5174 | 5389 | 5621 | 5832 | 6056 | 6406 | 6660 |
| | Maximum Security Rate | 4708 | 4861 | 5012 | 5080 | 5278 | 5484 | 5722 | 5938 | 6158 | 6509 | 6766 |
| RC-063-15 | Regular Formula Rate | 4611 | 4762 | 4911 | 4975 | 5194 | 5408 | 5618 | 5845 | 6066 | 6432 | 6685 |
| | Alternative Formula Rate | 4809 | 4965 | 5122 | 5191 | 5417 | 5644 | 5870 | 6113 | 6339 | 6715 | 6988 |
| | Maximum Security Rate | 4896 | 5055 | 5214 | 5284 | 5519 | 5742 | 5974 | 6217 | 6442 | 6822 | 7094 |
| RC-063-16 | Regular Formula Rate | 4824 | 4980 | 5136 | 5207 | 5438 | 5679 | 5914 | 6161 | 6407 | 6787 | 7059 |
| | Alternative Formula Rate | 5030 | 5194 | 5358 | 5431 | 5679 | 5940 | 6185 | 6441 | 6697 | 7095 | 7382 |
| | Maximum Security Rate | 5126 | 5293 | 5455 | 5537 | 5781 | 6040 | 6289 | 6541 | 6801 | 7193 | 7483 |
| RC-063-17 | Regular Formula Rate | 5051 | 5214 | 5377 | 5455 | 5706 | 5969 | 6221 | 6474 | 6736 | 7137 | 7424 |
| | Alternative Formula Rate | 5265 | 5436 | 5607 | 5692 | 5963 | 6237 | 6500 | 6763 | 7040 | 7459 | 7760 |
| | Maximum Security Rate | 5360 | 5533 | 5706 | 5793 | 6069 | 6344 | 6606 | 6868 | 7142 | 7567 | 7867 |
| RC-063-18 | Regular Formula Rate | 5311 | 5484 | 5655 | 5741 | 6017 | 6295 | 6586 | 6851 | 7127 | 7551 | 7856 |
| | Alternative Formula Rate | 5543 | 5723 | 5901 | 5997 | 6291 | 6585 | 6882 | 7164 | 7450 | 7896 | 8211 |
| | Maximum Security Rate | 5632 | 5815 | 5999 | 6096 | 6392 | 6685 | 6987 | 7267 | 7556 | 7994 | 8317 |
| RC-063-19 | Regular Formula Rate | 5592 | 5774 | 5953 | 6049 | 6358 | 6657 | 6964 | 7261 | 7563 | 8024 | 8344 |
| | Alternative Formula Rate | 5840 | 6031 | 6219 | 6322 | 6647 | 6953 | 7286 | 7587 | 7907 | 8383 | 8720 |
| | Maximum Security Rate | 5938 | 6127 | 6322 | 6431 | 6753 | 7061 | 7387 | 7694 | 8012 | 8487 | 8826 |
| RC-063-20 | Regular Formula Rate | 5901 | 6095 | 6286 | 6391 | 6714 | 7024 | 7361 | 7681 | 7999 | 8485 | 8825 |
| | Alternative Formula Rate | 6164 | 6364 | 6564 | 6680 | 7015 | 7347 | 7696 | 8026 | 8360 | 8870 | 9226 |
| | Maximum Security Rate | 6261 | 6466 | 6669 | 6786 | 7120 | 7450 | 7797 | 8129 | 8463 | 8971 | 9330 |
| RC-063-21 | Regular Formula Rate | 6230 | 6431 | 6634 | 6752 | 7097 | 7439 | 7787 | 8140 | 8481 | 9010 | 9370 |
| | Alternative Formula Rate | 6505 | 6717 | 6929 | 7055 | 7416 | 7776 | 8136 | 8510 | 8866 | 9417 | 9793 |
| | Maximum Security Rate | 6600 | 6816 | 7032 | 7159 | 7518 | 7876 | 8244 | 8612 | 8966 | 9519 | 9898 |
| RC-063-22 | Regular Formula Rate | 6583 | 6794 | 7008 | 7136 | 7508 | 7873 | 8246 | 8628 | 8986 | 9546 | 9929 |
| | Alternative Formula Rate | 6872 | 7094 | 7319 | 7456 | 7846 | 8231 | 8616 | 9014 | 9395 | 9976 | 10372 |
| | Maximum Security Rate | 6968 | 7199 | 7425 | 7563 | 7945 | 8335 | 8720 | 9121 | 9503 | 10081 | 10485 |
| RC-063-22rb | Regular Formula Rate | 303 | 312 | 322 | 328 | 345 | 362 | 379 | 397 | 413 | 439 | 457 |
| RC-063-23 | Regular Formula Rate | 6975 | 7203 | 7430 | 7570 | 7969 | 8379 | 8776 | 9179 | 9576 | 10183 | 10591 |
| | Alternative Formula Rate | 7288 | 7526 | 7764 | 7913 | 8333 | 8758 | 9170 | 9597 | 10012 | 10638 | 11063 |
| | Maximum Security Rate | 7381 | 7622 | 7862 | 8018 | 8434 | 8862 | 9275 | 9699 | 10117 | 10743 | 11168 |

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|-------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-063-24 | Regular Formula Rate | 7415 | 7660 | 7901 | 8055 | 8483 | 8930 | 9357 | 9791 | 10232 | 10874 | 11307 |
| | Alternative Formula Rate | 7749 | 8000 | 8254 | 8420 | 8869 | 9331 | 9782 | 10228 | 10691 | 11363 | 11817 |
| | Maximum Security Rate | 7844 | 8102 | 8357 | 8525 | 8970 | 9431 | 9880 | 10334 | 10796 | 11465 | 11923 |
| RC-063-25 | Regular Formula Rate | 7903 | 8160 | 8417 | 8586 | 9057 | 9536 | 10010 | 10485 | 10963 | 11667 | 12131 |
| | Alternative Formula Rate | 8249 | 8520 | 8787 | 8971 | 9462 | 9958 | 10464 | 10962 | 11457 | 12190 | 12679 |
| | Maximum Security Rate | 8345 | 8618 | 8892 | 9076 | 9566 | 10063 | 10564 | 11061 | 11556 | 12294 | 12790 |
| RC-063-25rb | Regular Formula Rate | 363 | 375 | 387 | 395 | 416 | 438 | 460 | 482 | 504 | 536 | 558 |
| RC-063-26 | Regular Formula Rate | 8422 | 8697 | 8974 | 9164 | 9666 | 10179 | 10692 | 11192 | 11694 | 12447 | 12945 |
| | Alternative Formula Rate | 8828 | 9115 | 9402 | 9605 | 10125 | 10661 | 11199 | 11724 | 12248 | 13040 | 13561 |
| | Maximum Security Rate | 8908 | 9198 | 9487 | 9693 | 10222 | 10765 | 11308 | 11835 | 12366 | 13168 | 13696 |
| RC-063-27 | Regular Formula Rate | 8985 | 9280 | 9575 | 9783 | 10316 | 10857 | 11407 | 11943 | 12480 | 13286 | 13820 |
| | Alternative Formula Rate | 9390 | 9698 | 10004 | 10224 | 10779 | 11349 | 11928 | 12485 | 13044 | 13888 | 14444 |
| RC-063-28 | Regular Formula Rate | 9425 | 9733 | 10041 | 10263 | 10819 | 11392 | 11972 | 12533 | 13094 | 13941 | 14501 |
| RC-063-29 | Regular Formula Rate | 9888 | 10210 | 10533 | 10769 | 11356 | 11956 | 12561 | 13151 | 13741 | 14631 | 15214 |
| RC-063-MD | Regular Formula Rate | 11369 | 11742 | 12114 | 12398 | 13111 | 13829 | 14544 | 15267 | 15973 | | |
| | Alternative Formula Rate | 11880 | 12267 | 12656 | 12959 | 13702 | 14453 | 15200 | 15952 | 16693 | | |
| | Maximum Security Rate | 11972 | 12365 | 12756 | 13061 | 13804 | 14558 | 15304 | 16056 | 16801 | | |
| RC-063-MD-A | Regular Formula Rate | 12017 | 12411 | 12803 | 13111 | 13922 | 14733 | 15544 | 16355 | 17163 | | |
| | Alternative Formula Rate | 12556 | 12967 | 13377 | 13702 | 14553 | 15397 | 16250 | 17094 | 17941 | | |
| | Maximum Security Rate | 12650 | 13063 | 13479 | 13804 | 14652 | 15504 | 16353 | 17201 | 18044 | | |
| RC-063-MD-B | Regular Formula Rate | 13102 | 13529 | 13959 | 14301 | 15157 | 16020 | 16876 | 17740 | 18601 | | |
| | Alternative Formula Rate | 13691 | 14141 | 14590 | 14953 | 15841 | 16745 | 17642 | 18540 | 19437 | | |
| | Maximum Security Rate | 13784 | 14234 | 14687 | 15052 | 15949 | 16851 | 17743 | 18640 | 19543 | | |
| RC-063-MD-C | Regular Formula Rate | 14622 | 15102 | 15581 | 15973 | 16924 | 17885 | 18833 | 19789 | 20740 | | |
| | Alternative Formula Rate | 15279 | 15779 | 16280 | 16693 | 17693 | 18692 | 19683 | 20681 | 21675 | | |
| | Maximum Security Rate | 15374 | 15879 | 16384 | 16801 | 17795 | 18793 | 19790 | 20783 | 21782 | | |
| RC-063-MD-D | Regular Formula Rate | 16361 | 16899 | 17433 | 17885 | 18833 | 19789 | 20740 | 21691 | 22647 | | |
| | Alternative Formula Rate | 17094 | 17658 | 18217 | 18692 | 19683 | 20681 | 21675 | 22678 | 23671 | | |
| | Maximum Security Rate | 17187 | 17751 | 18315 | 18793 | 19790 | 20783 | 21782 | 22778 | 23771 | | |
| RC-063-MD-E | Regular Formula Rate | 17338 | 17906 | 18475 | 18955 | 19967 | 20979 | 21987 | 23002 | 24008 | | |
| | Alternative Formula Rate | 18115 | 18710 | 19304 | 19811 | 20868 | 21928 | 22978 | 24037 | 25089 | | |
| | Maximum Security Rate | 18213 | 18814 | 19409 | 19920 | 20966 | 22025 | 23082 | 24143 | 25197 | | |

RATES OF PAY - RC-063
EFFECTIVE JULY 1, 2024

4.00% & Elimination of Step 1c

STEPS

| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|--|------|------|------|------|------|------|-------|-------|-------|-------|
| RC-063-11.5 | Regular Formula Rate | | 4089 | 4215 | 4256 | 4451 | 4654 | 4853 | 5048 | 5253 | 5568 | 5790 |
| | Alternative Formula Rate | | 4263 | 4396 | 4438 | 4651 | 4867 | 5069 | 5276 | 5491 | 5817 | 6052 |
| | Maximum Security Rate | | 4339 | 4473 | 4520 | 4734 | 4949 | 5153 | 5358 | 5571 | 5901 | 6135 |
| RC-063-14 | Regular Formula Rate | | 4766 | 4914 | 4976 | 5163 | 5365 | 5600 | 5803 | 6023 | 6377 | 6632 |
| | Alternative Formula Rate | | 4965 | 5122 | 5188 | 5381 | 5605 | 5846 | 6065 | 6298 | 6662 | 6926 |
| | Maximum Security Rate | | 5055 | 5212 | 5283 | 5489 | 5703 | 5951 | 6176 | 6404 | 6769 | 7037 |
| RC-063-15 | Regular Formula Rate | | 4952 | 5107 | 5174 | 5402 | 5624 | 5843 | 6079 | 6309 | 6689 | 6952 |
| | Alternative Formula Rate | | 5164 | 5327 | 5399 | 5634 | 5870 | 6105 | 6358 | 6593 | 6984 | 7268 |
| | Maximum Security Rate | | 5257 | 5423 | 5495 | 5740 | 5972 | 6213 | 6466 | 6700 | 7095 | 7378 |
| RC-063-16 | Regular Formula Rate | | 5179 | 5341 | 5415 | 5656 | 5906 | 6151 | 6407 | 6663 | 7058 | 7341 |
| | Alternative Formula Rate | | 5402 | 5572 | 5648 | 5906 | 6178 | 6432 | 6699 | 6965 | 7379 | 7677 |
| | Maximum Security Rate | | 5505 | 5673 | 5758 | 6012 | 6282 | 6541 | 6803 | 7073 | 7481 | 7782 |
| RC-063-17 | Regular Formula Rate | | 5423 | 5592 | 5673 | 5934 | 6208 | 6470 | 6733 | 7005 | 7422 | 7721 |
| | Alternative Formula Rate | | 5653 | 5831 | 5920 | 6202 | 6486 | 6760 | 7034 | 7322 | 7757 | 8070 |
| | Maximum Security Rate | | 5754 | 5934 | 6025 | 6312 | 6598 | 6870 | 7143 | 7428 | 7870 | 8182 |
| RC-063-18 | Regular Formula Rate | | 5703 | 5881 | 5971 | 6258 | 6547 | 6849 | 7125 | 7412 | 7853 | 8170 |
| | Alternative Formula Rate | | 5952 | 6137 | 6237 | 6543 | 6848 | 7157 | 7451 | 7748 | 8212 | 8539 |
| | Maximum Security Rate | | 6048 | 6239 | 6340 | 6648 | 6952 | 7266 | 7558 | 7858 | 8314 | 8650 |
| RC-063-19 | Regular Formula Rate | | 6005 | 6191 | 6291 | 6612 | 6923 | 7243 | 7551 | 7866 | 8345 | 8678 |
| | Alternative Formula Rate | | 6272 | 6468 | 6575 | 6913 | 7231 | 7577 | 7890 | 8223 | 8718 | 9069 |
| | Maximum Security Rate | | 6372 | 6575 | 6688 | 7023 | 7343 | 7682 | 8002 | 8332 | 8826 | 9179 |
| RC-063-20 | Regular Formula Rate | | 6339 | 6537 | 6647 | 6983 | 7305 | 7655 | 7988 | 8319 | 8824 | 9178 |
| | Alternative Formula Rate | | 6619 | 6827 | 6947 | 7296 | 7641 | 8004 | 8347 | 8694 | 9225 | 9595 |
| | Maximum Security Rate | | 6725 | 6936 | 7057 | 7405 | 7748 | 8109 | 8454 | 8802 | 9330 | 9703 |
| RC-063-21 | Regular Formula Rate | | 6688 | 6899 | 7022 | 7381 | 7737 | 8098 | 8466 | 8820 | 9370 | 9745 |
| | Alternative Formula Rate | | 6986 | 7206 | 7337 | 7713 | 8087 | 8461 | 8850 | 9221 | 9794 | 10185 |
| | Maximum Security Rate | | 7089 | 7313 | 7445 | 7819 | 8191 | 8574 | 8956 | 9325 | 9900 | 10294 |
| RC-063-22 | Regular Formula Rate | | 7066 | 7288 | 7421 | 7808 | 8188 | 8576 | 8973 | 9345 | 9928 | 10326 |
| | Alternative Formula Rate | | 7378 | 7612 | 7754 | 8160 | 8560 | 8961 | 9375 | 9771 | 10375 | 10787 |
| | Maximum Security Rate | | 7487 | 7722 | 7866 | 8263 | 8668 | 9069 | 9486 | 9883 | 10484 | 10904 |
| RC-063-22rb | Regular Formula Rate | | 325 | 335 | 341 | 359 | 376 | 394 | 413 | 430 | 456 | 475 |
| RC-063-23 | Regular Formula Rate | | 7491 | 7727 | 7873 | 8288 | 8714 | 9127 | 9546 | 9959 | 10590 | 11015 |
| | Alternative Formula Rate | | 7827 | 8075 | 8230 | 8666 | 9108 | 9537 | 9981 | 10412 | 11064 | 11506 |
| | Maximum Security Rate | | 7927 | 8176 | 8339 | 8771 | 9216 | 9646 | 10087 | 10522 | 11173 | 11615 |

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|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-063-24 | Regular Formula Rate | | 7966 | 8217 | 8377 | 8822 | 9287 | 9731 | 10183 | 10641 | 11309 | 11759 |
| | Alternative Formula Rate | | 8320 | 8584 | 8757 | 9224 | 9704 | 10173 | 10637 | 11119 | 11818 | 12290 |
| | Maximum Security Rate | | 8426 | 8691 | 8866 | 9329 | 9808 | 10275 | 10747 | 11228 | 11924 | 12400 |
| RC-063-25 | Regular Formula Rate | | 8486 | 8754 | 8929 | 9419 | 9917 | 10410 | 10904 | 11402 | 12134 | 12616 |
| | Alternative Formula Rate | | 8861 | 9138 | 9330 | 9840 | 10356 | 10883 | 11400 | 11915 | 12678 | 13186 |
| | Maximum Security Rate | | 8963 | 9248 | 9439 | 9949 | 10466 | 10987 | 11503 | 12018 | 12786 | 13302 |
| RC-063-25rb | Regular Formula Rate | | 390 | 402 | 411 | 433 | 456 | 479 | 501 | 524 | 558 | 580 |
| RC-063-26 | Regular Formula Rate | | 9045 | 9333 | 9531 | 10053 | 10586 | 11120 | 11640 | 12162 | 12945 | 13463 |
| | Alternative Formula Rate | | 9480 | 9778 | 9989 | 10530 | 11087 | 11647 | 12193 | 12738 | 13562 | 14103 |
| | Maximum Security Rate | | 9566 | 9866 | 10081 | 10631 | 11196 | 11760 | 12308 | 12861 | 13695 | 14244 |
| RC-063-27 | Regular Formula Rate | | 9651 | 9958 | 10174 | 10729 | 11291 | 11863 | 12421 | 12979 | 13817 | 14373 |
| | Alternative Formula Rate | | 10086 | 10404 | 10633 | 11210 | 11803 | 12405 | 12984 | 13566 | 14444 | 15022 |
| RC-063-28 | Regular Formula Rate | | 10122 | 10443 | 10674 | 11252 | 11848 | 12451 | 13034 | 13618 | 14499 | 15081 |
| RC-063-29 | Regular Formula Rate | | 10618 | 10954 | 11200 | 11810 | 12434 | 13063 | 13677 | 14291 | 15216 | 15823 |
| RC-063-MD | Regular Formula Rate | | 12212 | 12599 | 12894 | 13635 | 14382 | 15126 | 15878 | 16612 | | |
| | Alternative Formula Rate | | 12758 | 13162 | 13477 | 14250 | 15031 | 15808 | 16590 | 17361 | | |
| | Maximum Security Rate | | 12860 | 13266 | 13583 | 14356 | 15140 | 15916 | 16698 | 17473 | | |
| RC-063-MD-A | Regular Formula Rate | | 12907 | 13315 | 13635 | 14479 | 15322 | 16166 | 17009 | 17850 | | |
| | Alternative Formula Rate | | 13486 | 13912 | 14250 | 15135 | 16013 | 16900 | 17778 | 18659 | | |
| | Maximum Security Rate | | 13586 | 14018 | 14356 | 15238 | 16124 | 17007 | 17889 | 18766 | | |
| RC-063-MD-B | Regular Formula Rate | | 14070 | 14517 | 14873 | 15763 | 16661 | 17551 | 18450 | 19345 | | |
| | Alternative Formula Rate | | 14707 | 15174 | 15551 | 16475 | 17415 | 18348 | 19282 | 20214 | | |
| | Maximum Security Rate | | 14803 | 15274 | 15654 | 16587 | 17525 | 18453 | 19386 | 20325 | | |
| RC-063-MD-C | Regular Formula Rate | | 15706 | 16204 | 16612 | 17601 | 18600 | 19586 | 20581 | 21570 | | |
| | Alternative Formula Rate | | 16410 | 16931 | 17361 | 18401 | 19440 | 20470 | 21508 | 22542 | | |
| | Maximum Security Rate | | 16514 | 17039 | 17473 | 18507 | 19545 | 20582 | 21614 | 22653 | | |
| RC-063-MD-D | Regular Formula Rate | | 17575 | 18130 | 18600 | 19586 | 20581 | 21570 | 22559 | 23553 | | |
| | Alternative Formula Rate | | 18364 | 18946 | 19440 | 20470 | 21508 | 22542 | 23585 | 24618 | | |
| | Maximum Security Rate | | 18461 | 19048 | 19545 | 20582 | 21614 | 22653 | 23689 | 24722 | | |
| RC-063-MD-E | Regular Formula Rate | | 18622 | 19214 | 19713 | 20766 | 21818 | 22866 | 23922 | 24968 | | |
| | Alternative Formula Rate | | 19458 | 20076 | 20603 | 21703 | 22805 | 23897 | 24998 | 26093 | | |
| | Maximum Security Rate | | 19567 | 20185 | 20717 | 21805 | 22906 | 24005 | 25109 | 26205 | | |

RATES OF PAY - RC-063
EFFECTIVE JULY 1, 2025

3.95%

STEPS

| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|--|------|------|------|------|------|-------|-------|-------|-------|-------|
| RC-063-11.5 | Regular Formula Rate | | 4251 | 4381 | 4424 | 4627 | 4838 | 5045 | 5247 | 5460 | 5788 | 6019 |
| | Alternative Formula Rate | | 4431 | 4570 | 4613 | 4835 | 5059 | 5269 | 5484 | 5708 | 6047 | 6291 |
| | Maximum Security Rate | | 4510 | 4650 | 4699 | 4921 | 5144 | 5357 | 5570 | 5791 | 6134 | 6377 |
| RC-063-14 | Regular Formula Rate | | 4954 | 5108 | 5173 | 5367 | 5577 | 5821 | 6032 | 6261 | 6629 | 6894 |
| | Alternative Formula Rate | | 5161 | 5324 | 5393 | 5594 | 5826 | 6077 | 6305 | 6547 | 6925 | 7200 |
| | Maximum Security Rate | | 5255 | 5418 | 5492 | 5706 | 5928 | 6186 | 6420 | 6657 | 7036 | 7315 |
| RC-063-15 | Regular Formula Rate | | 5148 | 5309 | 5378 | 5615 | 5846 | 6074 | 6319 | 6558 | 6953 | 7227 |
| | Alternative Formula Rate | | 5368 | 5537 | 5612 | 5857 | 6102 | 6346 | 6609 | 6853 | 7260 | 7555 |
| | Maximum Security Rate | | 5465 | 5637 | 5712 | 5967 | 6208 | 6458 | 6721 | 6965 | 7375 | 7669 |
| RC-063-16 | Regular Formula Rate | | 5384 | 5552 | 5629 | 5879 | 6139 | 6394 | 6660 | 6926 | 7337 | 7631 |
| | Alternative Formula Rate | | 5615 | 5792 | 5871 | 6139 | 6422 | 6686 | 6964 | 7240 | 7670 | 7980 |
| | Maximum Security Rate | | 5722 | 5897 | 5985 | 6249 | 6530 | 6799 | 7072 | 7352 | 7776 | 8089 |
| RC-063-17 | Regular Formula Rate | | 5637 | 5813 | 5897 | 6168 | 6453 | 6726 | 6999 | 7282 | 7715 | 8026 |
| | Alternative Formula Rate | | 5876 | 6061 | 6154 | 6447 | 6742 | 7027 | 7312 | 7611 | 8063 | 8389 |
| | Maximum Security Rate | | 5981 | 6168 | 6263 | 6561 | 6859 | 7141 | 7425 | 7721 | 8181 | 8505 |
| RC-063-18 | Regular Formula Rate | | 5928 | 6113 | 6207 | 6505 | 6806 | 7120 | 7406 | 7705 | 8163 | 8493 |
| | Alternative Formula Rate | | 6187 | 6379 | 6483 | 6801 | 7118 | 7440 | 7745 | 8054 | 8536 | 8876 |
| | Maximum Security Rate | | 6287 | 6485 | 6590 | 6911 | 7227 | 7553 | 7857 | 8168 | 8642 | 8992 |
| RC-063-19 | Regular Formula Rate | | 6242 | 6436 | 6539 | 6873 | 7196 | 7529 | 7849 | 8177 | 8675 | 9021 |
| | Alternative Formula Rate | | 6520 | 6723 | 6835 | 7186 | 7517 | 7876 | 8202 | 8548 | 9062 | 9427 |
| | Maximum Security Rate | | 6624 | 6835 | 6952 | 7300 | 7633 | 7985 | 8318 | 8661 | 9175 | 9542 |
| RC-063-20 | Regular Formula Rate | | 6589 | 6795 | 6910 | 7259 | 7594 | 7957 | 8304 | 8648 | 9173 | 9541 |
| | Alternative Formula Rate | | 6880 | 7097 | 7221 | 7584 | 7943 | 8320 | 8677 | 9037 | 9589 | 9974 |
| | Maximum Security Rate | | 6991 | 7210 | 7336 | 7697 | 8054 | 8429 | 8788 | 9150 | 9699 | 10086 |
| RC-063-21 | Regular Formula Rate | | 6952 | 7172 | 7299 | 7673 | 8043 | 8418 | 8800 | 9168 | 9740 | 10130 |
| | Alternative Formula Rate | | 7262 | 7491 | 7627 | 8018 | 8406 | 8795 | 9200 | 9585 | 10181 | 10587 |
| | Maximum Security Rate | | 7369 | 7602 | 7739 | 8128 | 8515 | 8913 | 9310 | 9693 | 10291 | 10701 |
| RC-063-22 | Regular Formula Rate | | 7345 | 7576 | 7714 | 8116 | 8511 | 8915 | 9327 | 9714 | 10320 | 10734 |
| | Alternative Formula Rate | | 7669 | 7913 | 8060 | 8482 | 8898 | 9315 | 9745 | 10157 | 10785 | 11213 |
| | Maximum Security Rate | | 7783 | 8027 | 8177 | 8589 | 9010 | 9427 | 9861 | 10273 | 10898 | 11335 |
| RC-063-22rb | Regular Formula Rate | | 338 | 348 | 355 | 373 | 391 | 410 | 429 | 447 | 474 | 494 |
| RC-063-23 | Regular Formula Rate | | 7787 | 8032 | 8184 | 8615 | 9058 | 9488 | 9923 | 10352 | 11008 | 11450 |
| | Alternative Formula Rate | | 8136 | 8394 | 8555 | 9008 | 9468 | 9914 | 10375 | 10823 | 11501 | 11960 |
| | Maximum Security Rate | | 8240 | 8499 | 8668 | 9117 | 9580 | 10027 | 10485 | 10938 | 11614 | 12074 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-063-24 | Regular Formula Rate | | 8281 | 8542 | 8708 | 9170 | 9654 | 10115 | 10585 | 11061 | 11756 | 12223 |
| | Alternative Formula Rate | | 8649 | 8923 | 9103 | 9588 | 10087 | 10575 | 11057 | 11558 | 12285 | 12775 |
| | Maximum Security Rate | | 8759 | 9034 | 9216 | 9697 | 10195 | 10681 | 11172 | 11672 | 12395 | 12890 |
| RC-063-25 | Regular Formula Rate | | 8821 | 9100 | 9282 | 9791 | 10309 | 10821 | 11335 | 11852 | 12613 | 13114 |
| | Alternative Formula Rate | | 9211 | 9499 | 9699 | 10229 | 10765 | 11313 | 11850 | 12386 | 13179 | 13707 |
| | Maximum Security Rate | | 9317 | 9613 | 9812 | 10342 | 10879 | 11421 | 11957 | 12493 | 13291 | 13827 |
| RC-063-25rb | Regular Formula Rate | | 406 | 418 | 427 | 450 | 474 | 498 | 521 | 545 | 580 | 603 |
| RC-063-26 | Regular Formula Rate | | 9402 | 9702 | 9907 | 10450 | 11004 | 11559 | 12100 | 12642 | 13456 | 13995 |
| | Alternative Formula Rate | | 9854 | 10164 | 10384 | 10946 | 11525 | 12107 | 12675 | 13241 | 14098 | 14660 |
| | Maximum Security Rate | | 9944 | 10256 | 10479 | 11051 | 11638 | 12225 | 12794 | 13369 | 14236 | 14807 |
| RC-063-27 | Regular Formula Rate | | 10032 | 10351 | 10576 | 11153 | 11737 | 12332 | 12912 | 13492 | 14363 | 14941 |
| | Alternative Formula Rate | | 10484 | 10815 | 11053 | 11653 | 12269 | 12895 | 13497 | 14102 | 15015 | 15615 |
| RC-063-28 | Regular Formula Rate | | 10522 | 10855 | 11096 | 11696 | 12316 | 12943 | 13549 | 14156 | 15072 | 15677 |
| RC-063-29 | Regular Formula Rate | | 11037 | 11387 | 11642 | 12276 | 12925 | 13579 | 14217 | 14855 | 15817 | 16448 |
| RC-063-MD | Regular Formula Rate | | 12694 | 13097 | 13403 | 14174 | 14950 | 15723 | 16505 | 17268 | | |
| | Alternative Formula Rate | | 13262 | 13682 | 14009 | 14813 | 15625 | 16432 | 17245 | 18047 | | |
| | Maximum Security Rate | | 13368 | 13790 | 14120 | 14923 | 15738 | 16545 | 17358 | 18163 | | |
| RC-063-MD-A | Regular Formula Rate | | 13417 | 13841 | 14174 | 15051 | 15927 | 16805 | 17681 | 18555 | | |
| | Alternative Formula Rate | | 14019 | 14462 | 14813 | 15733 | 16646 | 17568 | 18480 | 19396 | | |
| | Maximum Security Rate | | 14123 | 14572 | 14923 | 15840 | 16761 | 17679 | 18596 | 19507 | | |
| RC-063-MD-B | Regular Formula Rate | | 14626 | 15090 | 15460 | 16386 | 17319 | 18244 | 19179 | 20109 | | |
| | Alternative Formula Rate | | 15288 | 15773 | 16165 | 17126 | 18103 | 19073 | 20044 | 21012 | | |
| | Maximum Security Rate | | 15388 | 15877 | 16272 | 17242 | 18217 | 19182 | 20152 | 21128 | | |
| RC-063-MD-C | Regular Formula Rate | | 16326 | 16844 | 17268 | 18296 | 19335 | 20360 | 21394 | 22422 | | |
| | Alternative Formula Rate | | 17058 | 17600 | 18047 | 19128 | 20208 | 21279 | 22358 | 23432 | | |
| | Maximum Security Rate | | 17166 | 17712 | 18163 | 19238 | 20317 | 21395 | 22468 | 23548 | | |
| RC-063-MD-D | Regular Formula Rate | | 18269 | 18846 | 19335 | 20360 | 21394 | 22422 | 23450 | 24483 | | |
| | Alternative Formula Rate | | 19089 | 19694 | 20208 | 21279 | 22358 | 23432 | 24517 | 25590 | | |
| | Maximum Security Rate | | 19190 | 19800 | 20317 | 21395 | 22468 | 23548 | 24625 | 25699 | | |
| RC-063-MD-E | Regular Formula Rate | | 19358 | 19973 | 20492 | 21586 | 22680 | 23769 | 24867 | 25954 | | |
| | Alternative Formula Rate | | 20227 | 20869 | 21417 | 22560 | 23706 | 24841 | 25985 | 27124 | | |
| | Maximum Security Rate | | 20340 | 20982 | 21535 | 22666 | 23811 | 24953 | 26101 | 27240 | | |

RATES OF PAY - RC-063
EFFECTIVE JULY 1, 2026

3.50%

STEPS

| PAY GRADE | | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------|--------------------------|--|------|------|------|------|------|-------|-------|-------|-------|-------|
| RC-063-11.5 | Regular Formula Rate | | 4400 | 4534 | 4579 | 4789 | 5007 | 5222 | 5431 | 5651 | 5991 | 6230 |
| | Alternative Formula Rate | | 4586 | 4730 | 4774 | 5004 | 5236 | 5453 | 5676 | 5908 | 6259 | 6511 |
| | Maximum Security Rate | | 4668 | 4813 | 4863 | 5093 | 5324 | 5544 | 5765 | 5994 | 6349 | 6600 |
| RC-063-14 | Regular Formula Rate | | 5127 | 5287 | 5354 | 5555 | 5772 | 6025 | 6243 | 6480 | 6861 | 7135 |
| | Alternative Formula Rate | | 5342 | 5510 | 5582 | 5790 | 6030 | 6290 | 6526 | 6776 | 7167 | 7452 |
| | Maximum Security Rate | | 5439 | 5608 | 5684 | 5906 | 6135 | 6403 | 6645 | 6890 | 7282 | 7571 |
| RC-063-15 | Regular Formula Rate | | 5328 | 5495 | 5566 | 5812 | 6051 | 6287 | 6540 | 6788 | 7196 | 7480 |
| | Alternative Formula Rate | | 5556 | 5731 | 5808 | 6062 | 6316 | 6568 | 6840 | 7093 | 7514 | 7819 |
| | Maximum Security Rate | | 5656 | 5834 | 5912 | 6176 | 6425 | 6684 | 6956 | 7209 | 7633 | 7937 |
| RC-063-16 | Regular Formula Rate | | 5572 | 5746 | 5826 | 6085 | 6354 | 6618 | 6893 | 7168 | 7594 | 7898 |
| | Alternative Formula Rate | | 5812 | 5995 | 6076 | 6354 | 6647 | 6920 | 7208 | 7493 | 7938 | 8259 |
| | Maximum Security Rate | | 5922 | 6103 | 6194 | 6468 | 6759 | 7037 | 7320 | 7609 | 8048 | 8372 |
| RC-063-17 | Regular Formula Rate | | 5834 | 6016 | 6103 | 6384 | 6679 | 6961 | 7244 | 7537 | 7985 | 8307 |
| | Alternative Formula Rate | | 6082 | 6273 | 6369 | 6673 | 6978 | 7273 | 7568 | 7877 | 8345 | 8683 |
| | Maximum Security Rate | | 6190 | 6384 | 6482 | 6791 | 7099 | 7391 | 7685 | 7991 | 8467 | 8803 |
| RC-063-18 | Regular Formula Rate | | 6135 | 6327 | 6424 | 6733 | 7044 | 7369 | 7665 | 7975 | 8449 | 8790 |
| | Alternative Formula Rate | | 6404 | 6602 | 6710 | 7039 | 7367 | 7700 | 8016 | 8336 | 8835 | 9187 |
| | Maximum Security Rate | | 6507 | 6712 | 6821 | 7153 | 7480 | 7817 | 8132 | 8454 | 8944 | 9307 |
| RC-063-19 | Regular Formula Rate | | 6460 | 6661 | 6768 | 7114 | 7448 | 7793 | 8124 | 8463 | 8979 | 9337 |
| | Alternative Formula Rate | | 6748 | 6958 | 7074 | 7438 | 7780 | 8152 | 8489 | 8847 | 9379 | 9757 |
| | Maximum Security Rate | | 6856 | 7074 | 7195 | 7556 | 7900 | 8264 | 8609 | 8964 | 9496 | 9876 |
| RC-063-20 | Regular Formula Rate | | 6820 | 7033 | 7152 | 7513 | 7860 | 8235 | 8595 | 8951 | 9494 | 9875 |
| | Alternative Formula Rate | | 7121 | 7345 | 7474 | 7849 | 8221 | 8611 | 8981 | 9353 | 9925 | 10323 |
| | Maximum Security Rate | | 7236 | 7462 | 7593 | 7966 | 8336 | 8724 | 9096 | 9470 | 10038 | 10439 |
| RC-063-21 | Regular Formula Rate | | 7195 | 7423 | 7554 | 7942 | 8325 | 8713 | 9108 | 9489 | 10081 | 10485 |
| | Alternative Formula Rate | | 7516 | 7753 | 7894 | 8299 | 8700 | 9103 | 9522 | 9920 | 10537 | 10958 |
| | Maximum Security Rate | | 7627 | 7868 | 8010 | 8412 | 8813 | 9225 | 9636 | 10032 | 10651 | 11076 |
| RC-063-22 | Regular Formula Rate | | 7602 | 7841 | 7984 | 8400 | 8809 | 9227 | 9653 | 10054 | 10681 | 11110 |
| | Alternative Formula Rate | | 7937 | 8190 | 8342 | 8779 | 9209 | 9641 | 10086 | 10512 | 11162 | 11605 |
| | Maximum Security Rate | | 8055 | 8308 | 8463 | 8890 | 9325 | 9757 | 10206 | 10633 | 11279 | 11732 |
| RC-063-22rb | Regular Formula Rate | | 350 | 361 | 367 | 386 | 405 | 424 | 444 | 462 | 491 | 511 |
| RC-063-23 | Regular Formula Rate | | 8060 | 8313 | 8470 | 8917 | 9375 | 9820 | 10270 | 10714 | 11393 | 11851 |
| | Alternative Formula Rate | | 8421 | 8688 | 8854 | 9323 | 9799 | 10261 | 10738 | 11202 | 11904 | 12379 |
| | Maximum Security Rate | | 8528 | 8796 | 8971 | 9436 | 9915 | 10378 | 10852 | 11321 | 12020 | 12497 |

| | | | | | | | | | | | | |
|-------------|--------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| RC-063-24 | Regular Formula Rate | | 8571 | 8841 | 9013 | 9491 | 9992 | 10469 | 10955 | 11448 | 12167 | 12651 |
| | Alternative Formula Rate | | 8952 | 9235 | 9422 | 9924 | 10440 | 10945 | 11444 | 11963 | 12715 | 13222 |
| | Maximum Security Rate | | 9066 | 9350 | 9539 | 10036 | 10552 | 11055 | 11563 | 12081 | 12829 | 13341 |
| RC-063-25 | Regular Formula Rate | | 9130 | 9419 | 9607 | 10134 | 10670 | 11200 | 11732 | 12267 | 13054 | 13573 |
| | Alternative Formula Rate | | 9533 | 9831 | 10038 | 10587 | 11142 | 11709 | 12265 | 12820 | 13640 | 14187 |
| | Maximum Security Rate | | 9643 | 9949 | 10155 | 10704 | 11260 | 11821 | 12375 | 12930 | 13756 | 14311 |
| RC-063-25rb | Regular Formula Rate | | 420 | 433 | 442 | 466 | 491 | 515 | 539 | 564 | 600 | 624 |
| RC-063-26 | Regular Formula Rate | | 9731 | 10042 | 10254 | 10816 | 11389 | 11964 | 12524 | 13084 | 13927 | 14485 |
| | Alternative Formula Rate | | 10199 | 10520 | 10747 | 11329 | 11928 | 12531 | 13119 | 13704 | 14591 | 15173 |
| | Maximum Security Rate | | 10292 | 10615 | 10846 | 11438 | 12045 | 12653 | 13242 | 13837 | 14734 | 15325 |
| RC-063-27 | Regular Formula Rate | | 10383 | 10713 | 10946 | 11543 | 12148 | 12764 | 13364 | 13964 | 14866 | 15464 |
| | Alternative Formula Rate | | 10851 | 11194 | 11440 | 12061 | 12698 | 13346 | 13969 | 14596 | 15541 | 16162 |
| RC-063-28 | Regular Formula Rate | | 10890 | 11235 | 11484 | 12105 | 12747 | 13396 | 14023 | 14651 | 15600 | 16226 |
| RC-063-29 | Regular Formula Rate | | 11423 | 11786 | 12049 | 12706 | 13377 | 14054 | 14715 | 15375 | 16371 | 17024 |
| RC-063-MD | Regular Formula Rate | | 13138 | 13555 | 13872 | 14670 | 15473 | 16273 | 17083 | 17872 | | |
| | Alternative Formula Rate | | 13726 | 14161 | 14499 | 15331 | 16172 | 17007 | 17849 | 18679 | | |
| | Maximum Security Rate | | 13836 | 14273 | 14614 | 15445 | 16289 | 17124 | 17966 | 18799 | | |
| RC-063-MD-A | Regular Formula Rate | | 13887 | 14325 | 14670 | 15578 | 16484 | 17393 | 18300 | 19204 | | |
| | Alternative Formula Rate | | 14510 | 14968 | 15331 | 16284 | 17229 | 18183 | 19127 | 20075 | | |
| | Maximum Security Rate | | 14617 | 15082 | 15445 | 16394 | 17348 | 18298 | 19247 | 20190 | | |
| RC-063-MD-B | Regular Formula Rate | | 15138 | 15618 | 16001 | 16960 | 17925 | 18883 | 19850 | 20813 | | |
| | Alternative Formula Rate | | 15823 | 16325 | 16731 | 17725 | 18737 | 19741 | 20746 | 21747 | | |
| | Maximum Security Rate | | 15927 | 16433 | 16842 | 17845 | 18855 | 19853 | 20857 | 21867 | | |
| RC-063-MD-C | Regular Formula Rate | | 16897 | 17434 | 17872 | 18936 | 20012 | 21073 | 22143 | 23207 | | |
| | Alternative Formula Rate | | 17655 | 18216 | 18679 | 19797 | 20915 | 22024 | 23141 | 24252 | | |
| | Maximum Security Rate | | 17767 | 18332 | 18799 | 19911 | 21028 | 22144 | 23254 | 24372 | | |
| RC-063-MD-D | Regular Formula Rate | | 18908 | 19506 | 20012 | 21073 | 22143 | 23207 | 24271 | 25340 | | |
| | Alternative Formula Rate | | 19757 | 20383 | 20915 | 22024 | 23141 | 24252 | 25375 | 26486 | | |
| | Maximum Security Rate | | 19862 | 20493 | 21028 | 22144 | 23254 | 24372 | 25487 | 26598 | | |
| RC-063-MD-E | Regular Formula Rate | | 20036 | 20672 | 21209 | 22342 | 23474 | 24601 | 25737 | 26862 | | |
| | Alternative Formula Rate | | 20935 | 21599 | 22167 | 23350 | 24536 | 25710 | 26894 | 28073 | | |
| | Maximum Security Rate | | 21052 | 21716 | 22289 | 23459 | 24644 | 25826 | 27015 | 28193 | | |

PART XXIII
RC-063 TITLES AND SALARY GRADES
(12 Month Schedule)

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 12 MOS.
EFFECTIVE JULY 1, 2023

4.00%

STEPS

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

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 12 MOS.
EFFECTIVE JANUARY 1, 2024

2.50%

STEPS

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

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 12 MOS.
EFFECTIVE JULY 1, 2024

4.00% & Elimination of Step 1c

STEPS

| LANE | EDUCATIONAL LEVEL | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|-----------------------|--|------|------|------|------|------|------|------|------|------|-------|
| 01 | BA | | | | | | | | | | | |
| | Regular Rate | | 5538 | 5711 | 5797 | 6067 | 6335 | 6624 | 6965 | 7288 | 7907 | 8223 |
| | Alternative Rate | | 5618 | 5793 | 5881 | 6152 | 6428 | 6725 | 7068 | 7396 | 8025 | 8344 |
| | Maximum Security Rate | | 5714 | 5895 | 5984 | 6266 | 6530 | 6828 | 7174 | 7508 | 8130 | 8454 |
| 02 | BA + 8 HOURS | | | | | | | | | | | |
| | Regular Rate | | 5683 | 5859 | 5950 | 6224 | 6507 | 6848 | 7199 | 7538 | 8175 | 8503 |
| | Alternative Rate | | 5768 | 5951 | 6041 | 6315 | 6599 | 6945 | 7299 | 7647 | 8296 | 8626 |
| | Maximum Security Rate | | 5867 | 6051 | 6147 | 6427 | 6706 | 7052 | 7409 | 7757 | 8399 | 8735 |
| 03 | BA + 16 HOURS | | | | | | | | | | | |
| | Regular Rate | | 5816 | 6000 | 6092 | 6384 | 6708 | 7064 | 7404 | 7780 | 8438 | 8776 |
| | Alternative Rate | | 5900 | 6086 | 6182 | 6475 | 6804 | 7168 | 7514 | 7894 | 8560 | 8904 |
| | Maximum Security Rate | | 6000 | 6186 | 6285 | 6583 | 6914 | 7275 | 7620 | 8004 | 8668 | 9015 |
| 04 | BA + 24 HOURS | | | | | | | | | | | |
| | Regular Rate | | 5949 | 6132 | 6229 | 6542 | 6912 | 7277 | 7648 | 8019 | 8714 | 9065 |
| | Alternative Rate | | 6034 | 6221 | 6322 | 6641 | 7012 | 7382 | 7765 | 8138 | 8839 | 9196 |
| | Maximum Security Rate | | 6135 | 6330 | 6432 | 6743 | 7119 | 7487 | 7875 | 8246 | 8953 | 9309 |
| 05 | MA | | | | | | | | | | | |
| | Regular Rate | | 6098 | 6290 | 6392 | 6730 | 7115 | 7493 | 7887 | 8256 | 8976 | 9336 |
| | Alternative Rate | | 6183 | 6376 | 6481 | 6828 | 7216 | 7602 | 8002 | 8383 | 9108 | 9475 |
| | Maximum Security Rate | | 6286 | 6484 | 6593 | 6935 | 7322 | 7705 | 8108 | 8491 | 9216 | 9586 |
| 06 | MA + 16 HOURS | | | | | | | | | | | |
| | Regular Rate | | 6208 | 6401 | 6508 | 6889 | 7268 | 7647 | 8044 | 8423 | 9158 | 9521 |
| | Alternative Rate | | 6295 | 6493 | 6601 | 6984 | 7373 | 7759 | 8168 | 8544 | 9293 | 9665 |
| | Maximum Security Rate | | 6396 | 6597 | 6707 | 7095 | 7478 | 7874 | 8274 | 8657 | 9392 | 9771 |
| 07 | MA + 32 HOURS | | | | | | | | | | | |
| | Regular Rate | | 6395 | 6595 | 6706 | 7084 | 7472 | 7861 | 8252 | 8636 | 9377 | 9753 |
| | Alternative Rate | | 6485 | 6689 | 6803 | 7187 | 7583 | 7979 | 8377 | 8761 | 9511 | 9894 |
| | Maximum Security Rate | | 6589 | 6794 | 6913 | 7292 | 7692 | 8087 | 8488 | 8868 | 9622 | 10008 |

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 12 MOS.
EFFECTIVE JULY 1, 2025

3.95%

STEPS

| LANE | EDUCATIONAL LEVEL | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|-----------------------|------|------|------|------|------|------|------|------|-------|-------|
| 01 | BA | | | | | | | | | | |
| | Regular Rate | 5757 | 5937 | 6026 | 6307 | 6585 | 6886 | 7240 | 7576 | 8219 | 8548 |
| | Alternative Rate | 5840 | 6022 | 6113 | 6395 | 6682 | 6991 | 7347 | 7688 | 8342 | 8674 |
| | Maximum Security Rate | 5940 | 6128 | 6220 | 6514 | 6788 | 7098 | 7457 | 7805 | 8451 | 8788 |
| 02 | BA + 8 HOURS | | | | | | | | | | |
| | Regular Rate | 5907 | 6090 | 6185 | 6470 | 6764 | 7118 | 7483 | 7836 | 8498 | 8839 |
| | Alternative Rate | 5996 | 6186 | 6280 | 6564 | 6860 | 7219 | 7587 | 7949 | 8624 | 8967 |
| | Maximum Security Rate | 6099 | 6290 | 6390 | 6681 | 6971 | 7331 | 7702 | 8063 | 8731 | 9080 |
| 03 | BA + 16 HOURS | | | | | | | | | | |
| | Regular Rate | 6046 | 6237 | 6333 | 6636 | 6973 | 7343 | 7696 | 8087 | 8771 | 9123 |
| | Alternative Rate | 6133 | 6326 | 6426 | 6731 | 7073 | 7451 | 7811 | 8206 | 8898 | 9256 |
| | Maximum Security Rate | 6237 | 6430 | 6533 | 6843 | 7187 | 7562 | 7921 | 8320 | 9010 | 9371 |
| 04 | BA + 24 HOURS | | | | | | | | | | |
| | Regular Rate | 6184 | 6374 | 6475 | 6800 | 7185 | 7564 | 7950 | 8336 | 9058 | 9423 |
| | Alternative Rate | 6272 | 6467 | 6572 | 6903 | 7289 | 7674 | 8072 | 8459 | 9188 | 9559 |
| | Maximum Security Rate | 6377 | 6580 | 6686 | 7009 | 7400 | 7783 | 8186 | 8572 | 9307 | 9677 |
| 05 | MA | | | | | | | | | | |
| | Regular Rate | 6339 | 6538 | 6644 | 6996 | 7396 | 7789 | 8199 | 8582 | 9331 | 9705 |
| | Alternative Rate | 6427 | 6628 | 6737 | 7098 | 7501 | 7902 | 8318 | 8714 | 9468 | 9849 |
| | Maximum Security Rate | 6534 | 6740 | 6853 | 7209 | 7611 | 8009 | 8428 | 8826 | 9580 | 9965 |
| 06 | MA + 16 HOURS | | | | | | | | | | |
| | Regular Rate | 6453 | 6654 | 6765 | 7161 | 7555 | 7949 | 8362 | 8756 | 9520 | 9897 |
| | Alternative Rate | 6544 | 6749 | 6862 | 7260 | 7664 | 8065 | 8491 | 8881 | 9660 | 10047 |
| | Maximum Security Rate | 6649 | 6858 | 6972 | 7375 | 7773 | 8185 | 8601 | 8999 | 9763 | 10157 |
| 07 | MA + 32 HOURS | | | | | | | | | | |
| | Regular Rate | 6648 | 6856 | 6971 | 7364 | 7767 | 8172 | 8578 | 8977 | 9747 | 10138 |
| | Alternative Rate | 6741 | 6953 | 7072 | 7471 | 7883 | 8294 | 8708 | 9107 | 9887 | 10285 |
| | Maximum Security Rate | 6849 | 7062 | 7186 | 7580 | 7996 | 8406 | 8823 | 9218 | 10002 | 10403 |

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 12 MOS.

EFFECTIVE JULY 1, 2026

3.50%

STEPS

| LANE | EDUCATIONAL LEVEL | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|-----------------------|--|------|------|------|------|------|------|------|------|-------|-------|
| 01 | BA | | | | | | | | | | | |
| | Regular Rate | | 5958 | 6145 | 6237 | 6528 | 6815 | 7127 | 7493 | 7841 | 8507 | 8847 |
| | Alternative Rate | | 6044 | 6233 | 6327 | 6619 | 6916 | 7236 | 7604 | 7957 | 8634 | 8978 |
| | Maximum Security Rate | | 6148 | 6342 | 6438 | 6742 | 7026 | 7346 | 7718 | 8078 | 8747 | 9096 |
| 02 | BA + 8 HOURS | | | | | | | | | | | |
| | Regular Rate | | 6114 | 6303 | 6401 | 6696 | 7001 | 7367 | 7745 | 8110 | 8795 | 9148 |
| | Alternative Rate | | 6206 | 6403 | 6500 | 6794 | 7100 | 7472 | 7853 | 8227 | 8926 | 9281 |
| | Maximum Security Rate | | 6312 | 6510 | 6614 | 6915 | 7215 | 7588 | 7972 | 8345 | 9037 | 9398 |
| 03 | BA + 16 HOURS | | | | | | | | | | | |
| | Regular Rate | | 6258 | 6455 | 6555 | 6868 | 7217 | 7600 | 7965 | 8370 | 9078 | 9442 |
| | Alternative Rate | | 6348 | 6547 | 6651 | 6967 | 7321 | 7712 | 8084 | 8493 | 9209 | 9580 |
| | Maximum Security Rate | | 6455 | 6655 | 6762 | 7083 | 7439 | 7827 | 8198 | 8611 | 9325 | 9699 |
| 04 | BA + 24 HOURS | | | | | | | | | | | |
| | Regular Rate | | 6400 | 6597 | 6702 | 7038 | 7436 | 7829 | 8228 | 8628 | 9375 | 9753 |
| | Alternative Rate | | 6492 | 6693 | 6802 | 7145 | 7544 | 7943 | 8355 | 8755 | 9510 | 9894 |
| | Maximum Security Rate | | 6600 | 6810 | 6920 | 7254 | 7659 | 8055 | 8473 | 8872 | 9633 | 10016 |
| 05 | MA | | | | | | | | | | | |
| | Regular Rate | | 6561 | 6767 | 6877 | 7241 | 7655 | 8062 | 8486 | 8882 | 9658 | 10045 |
| | Alternative Rate | | 6652 | 6860 | 6973 | 7346 | 7764 | 8179 | 8609 | 9019 | 9799 | 10194 |
| | Maximum Security Rate | | 6763 | 6976 | 7093 | 7461 | 7877 | 8289 | 8723 | 9135 | 9915 | 10314 |
| 06 | MA + 16 HOURS | | | | | | | | | | | |
| | Regular Rate | | 6679 | 6887 | 7002 | 7412 | 7819 | 8227 | 8655 | 9062 | 9853 | 10243 |
| | Alternative Rate | | 6773 | 6985 | 7102 | 7514 | 7932 | 8347 | 8788 | 9192 | 9998 | 10399 |
| | Maximum Security Rate | | 6882 | 7098 | 7216 | 7633 | 8045 | 8471 | 8902 | 9314 | 10105 | 10512 |
| 07 | MA + 32 HOURS | | | | | | | | | | | |
| | Regular Rate | | 6881 | 7096 | 7215 | 7622 | 8039 | 8458 | 8878 | 9291 | 10088 | 10493 |
| | Alternative Rate | | 6977 | 7196 | 7320 | 7732 | 8159 | 8584 | 9013 | 9426 | 10233 | 10645 |
| | Maximum Security Rate | | 7089 | 7309 | 7438 | 7845 | 8276 | 8700 | 9132 | 9541 | 10352 | 10767 |

PART XXIV
RC-063 TITLES AND SALARY GRADES
(9 Month Schedule)

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 9 MOS.
EFFECTIVE JULY 1, 2023

4.00%

STEPS

| LANE | EDUCATIONAL LEVEL | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| 01 | BA | | | | | | | | | | | |
| | Regular Formula Rate | 3737 | 3858 | 3979 | 4014 | 4236 | 4467 | 4686 | 4926 | 5155 | 5659 | 5883 |
| | Alternative Formula Rate | 3792 | 3915 | 4035 | 4073 | 4293 | 4533 | 4757 | 5001 | 5233 | 5742 | 5969 |
| | Maximum Security Rate | 3857 | 3981 | 4105 | 4144 | 4372 | 4605 | 4830 | 5074 | 5311 | 5817 | 6049 |
| 02 | BA + 8 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 3850 | 3977 | 4100 | 4140 | 4362 | 4601 | 4839 | 5091 | 5333 | 5841 | 6076 |
| | Alternative Formula Rate | 3909 | 4035 | 4162 | 4205 | 4427 | 4668 | 4909 | 5162 | 5411 | 5929 | 6163 |
| | Maximum Security Rate | 3977 | 4104 | 4233 | 4276 | 4504 | 4743 | 4984 | 5238 | 5488 | 6002 | 6240 |
| 03 | BA + 16 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 3949 | 4077 | 4204 | 4247 | 4496 | 4748 | 4996 | 5234 | 5500 | 6033 | 6275 |
| | Alternative Formula Rate | 4005 | 4136 | 4263 | 4312 | 4561 | 4815 | 5069 | 5311 | 5580 | 6121 | 6368 |
| | Maximum Security Rate | 4074 | 4205 | 4333 | 4383 | 4636 | 4893 | 5145 | 5387 | 5659 | 6197 | 6448 |
| 04 | BA + 24 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 4058 | 4188 | 4319 | 4366 | 4630 | 4889 | 5147 | 5415 | 5673 | 6228 | 6479 |
| | Alternative Formula Rate | 4114 | 4247 | 4382 | 4431 | 4700 | 4961 | 5224 | 5497 | 5756 | 6316 | 6574 |
| | Maximum Security Rate | 4186 | 4321 | 4458 | 4510 | 4772 | 5036 | 5295 | 5575 | 5833 | 6397 | 6656 |
| 05 | MA | | | | | | | | | | | |
| | Regular Formula Rate | 4180 | 4315 | 4450 | 4499 | 4762 | 5029 | 5299 | 5575 | 5839 | 6408 | 6666 |
| | Alternative Formula Rate | 4239 | 4375 | 4513 | 4565 | 4833 | 5101 | 5375 | 5657 | 5931 | 6504 | 6766 |
| | Maximum Security Rate | 4310 | 4448 | 4587 | 4643 | 4909 | 5177 | 5451 | 5729 | 6005 | 6580 | 6843 |
| 06 | MA + 16 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 4275 | 4414 | 4552 | 4606 | 4872 | 5142 | 5413 | 5692 | 5951 | 6533 | 6790 |
| | Alternative Formula Rate | 4336 | 4477 | 4619 | 4674 | 4941 | 5215 | 5492 | 5779 | 6039 | 6628 | 6892 |
| | Maximum Security Rate | 4406 | 4548 | 4690 | 4750 | 5018 | 5290 | 5573 | 5854 | 6118 | 6700 | 6969 |
| 07 | MA + 32 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 4403 | 4546 | 4688 | 4746 | 5013 | 5284 | 5560 | 5835 | 6106 | 6689 | 6960 |
| | Alternative Formula Rate | 4466 | 4610 | 4755 | 4814 | 5088 | 5360 | 5643 | 5925 | 6194 | 6784 | 7060 |
| | Maximum Security Rate | 4534 | 4684 | 4828 | 4892 | 5160 | 5438 | 5719 | 6003 | 6270 | 6865 | 7142 |

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 9 MOS.
EFFECTIVE JANUARY 1, 2024

2.50%

STEPS

| LANE | EDUCATIONAL LEVEL | 1c | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|
| 01 | BA | | | | | | | | | | | |
| | Regular Formula Rate | 3830 | 3954 | 4078 | 4114 | 4342 | 4579 | 4803 | 5049 | 5284 | 5800 | 6030 |
| | Alternative Formula Rate | 3887 | 4013 | 4136 | 4175 | 4400 | 4646 | 4876 | 5126 | 5364 | 5886 | 6118 |
| | Maximum Security Rate | 3953 | 4081 | 4208 | 4248 | 4481 | 4720 | 4951 | 5201 | 5444 | 5962 | 6200 |
| 02 | BA + 8 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 3946 | 4076 | 4203 | 4244 | 4471 | 4716 | 4960 | 5218 | 5466 | 5987 | 6228 |
| | Alternative Formula Rate | 4007 | 4136 | 4266 | 4310 | 4538 | 4785 | 5032 | 5291 | 5546 | 6077 | 6317 |
| | Maximum Security Rate | 4076 | 4207 | 4339 | 4383 | 4617 | 4862 | 5109 | 5369 | 5625 | 6152 | 6396 |
| 03 | BA + 16 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 4048 | 4179 | 4309 | 4353 | 4608 | 4867 | 5121 | 5365 | 5638 | 6184 | 6432 |
| | Alternative Formula Rate | 4105 | 4239 | 4370 | 4420 | 4675 | 4935 | 5196 | 5444 | 5720 | 6274 | 6527 |
| | Maximum Security Rate | 4176 | 4310 | 4441 | 4493 | 4752 | 5015 | 5274 | 5522 | 5800 | 6352 | 6609 |
| 04 | BA + 24 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 4159 | 4293 | 4427 | 4475 | 4746 | 5011 | 5276 | 5550 | 5815 | 6384 | 6641 |
| | Alternative Formula Rate | 4217 | 4353 | 4492 | 4542 | 4818 | 5085 | 5355 | 5634 | 5900 | 6474 | 6738 |
| | Maximum Security Rate | 4291 | 4429 | 4569 | 4623 | 4891 | 5162 | 5427 | 5714 | 5979 | 6557 | 6822 |
| 05 | MA | | | | | | | | | | | |
| | Regular Formula Rate | 4285 | 4423 | 4561 | 4611 | 4881 | 5155 | 5431 | 5714 | 5985 | 6568 | 6833 |
| | Alternative Formula Rate | 4345 | 4484 | 4626 | 4679 | 4954 | 5229 | 5509 | 5798 | 6079 | 6667 | 6935 |
| | Maximum Security Rate | 4418 | 4559 | 4702 | 4759 | 5032 | 5306 | 5587 | 5872 | 6155 | 6745 | 7014 |
| 06 | MA + 16 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 4382 | 4524 | 4666 | 4721 | 4994 | 5271 | 5548 | 5834 | 6100 | 6696 | 6960 |
| | Alternative Formula Rate | 4444 | 4589 | 4734 | 4791 | 5065 | 5345 | 5629 | 5923 | 6190 | 6794 | 7064 |
| | Maximum Security Rate | 4516 | 4662 | 4807 | 4869 | 5143 | 5422 | 5712 | 6000 | 6271 | 6868 | 7143 |
| 07 | MA + 32 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | 4513 | 4660 | 4805 | 4865 | 5138 | 5416 | 5699 | 5981 | 6259 | 6856 | 7134 |
| | Alternative Formula Rate | 4578 | 4725 | 4874 | 4934 | 5215 | 5494 | 5784 | 6073 | 6349 | 6954 | 7237 |
| | Maximum Security Rate | 4647 | 4801 | 4949 | 5014 | 5289 | 5574 | 5862 | 6153 | 6427 | 7037 | 7321 |

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 9 MOS.

EFFECTIVE JULY 1, 2024

4.00% & Elimination of Step 1c

STEPS

| LANE | EDUCATIONAL LEVEL | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|--------------------------|--|------|------|------|------|------|------|------|------|------|------|
| 01 | BA | | | | | | | | | | | |
| | Regular Formula Rate | | 4112 | 4241 | 4279 | 4516 | 4762 | 4995 | 5251 | 5495 | 6032 | 6271 |
| | Alternative Formula Rate | | 4174 | 4301 | 4342 | 4576 | 4832 | 5071 | 5331 | 5579 | 6121 | 6363 |
| | Maximum Security Rate | | 4244 | 4376 | 4418 | 4660 | 4909 | 5149 | 5409 | 5662 | 6200 | 6448 |
| 02 | BA + 8 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4239 | 4371 | 4414 | 4650 | 4905 | 5158 | 5427 | 5685 | 6226 | 6477 |
| | Alternative Formula Rate | | 4301 | 4437 | 4482 | 4720 | 4976 | 5233 | 5503 | 5768 | 6320 | 6570 |
| | Maximum Security Rate | | 4375 | 4513 | 4558 | 4802 | 5056 | 5313 | 5584 | 5850 | 6398 | 6652 |
| 03 | BA + 16 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4346 | 4481 | 4527 | 4792 | 5062 | 5326 | 5580 | 5864 | 6431 | 6689 |
| | Alternative Formula Rate | | 4409 | 4545 | 4597 | 4862 | 5132 | 5404 | 5662 | 5949 | 6525 | 6788 |
| | Maximum Security Rate | | 4482 | 4619 | 4673 | 4942 | 5216 | 5485 | 5743 | 6032 | 6606 | 6873 |
| 04 | BA + 24 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4465 | 4604 | 4654 | 4936 | 5211 | 5487 | 5772 | 6048 | 6639 | 6907 |
| | Alternative Formula Rate | | 4527 | 4672 | 4724 | 5011 | 5288 | 5569 | 5859 | 6136 | 6733 | 7008 |
| | Maximum Security Rate | | 4606 | 4752 | 4808 | 5087 | 5368 | 5644 | 5943 | 6218 | 6819 | 7095 |
| 05 | MA | | | | | | | | | | | |
| | Regular Formula Rate | | 4600 | 4743 | 4795 | 5076 | 5361 | 5648 | 5943 | 6224 | 6831 | 7106 |
| | Alternative Formula Rate | | 4663 | 4811 | 4866 | 5152 | 5438 | 5729 | 6030 | 6322 | 6934 | 7212 |
| | Maximum Security Rate | | 4741 | 4890 | 4949 | 5233 | 5518 | 5810 | 6107 | 6401 | 7015 | 7295 |
| 06 | MA + 16 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4705 | 4853 | 4910 | 5194 | 5482 | 5770 | 6067 | 6344 | 6964 | 7238 |
| | Alternative Formula Rate | | 4773 | 4923 | 4983 | 5268 | 5559 | 5854 | 6160 | 6438 | 7066 | 7347 |
| | Maximum Security Rate | | 4848 | 4999 | 5064 | 5349 | 5639 | 5940 | 6240 | 6522 | 7143 | 7429 |
| 07 | MA + 32 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4846 | 4997 | 5060 | 5344 | 5633 | 5927 | 6220 | 6509 | 7130 | 7419 |
| | Alternative Formula Rate | | 4914 | 5069 | 5131 | 5424 | 5714 | 6015 | 6316 | 6603 | 7232 | 7526 |
| | Maximum Security Rate | | 4993 | 5147 | 5215 | 5501 | 5797 | 6096 | 6399 | 6684 | 7318 | 7614 |

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 9 MOS.

EFFECTIVE JULY 1, 2025

3.95%

STEPS

| LANE | EDUCATIONAL LEVEL | | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|--------------------------|--|------|------|------|------|------|------|------|------|------|------|
| 01 | BA | | | | | | | | | | | |
| | Regular Formula Rate | | 4274 | 4409 | 4448 | 4694 | 4950 | 5192 | 5458 | 5712 | 6270 | 6519 |
| | Alternative Formula Rate | | 4339 | 4471 | 4514 | 4757 | 5023 | 5271 | 5542 | 5799 | 6363 | 6614 |
| | Maximum Security Rate | | 4412 | 4549 | 4593 | 4844 | 5103 | 5352 | 5623 | 5886 | 6445 | 6703 |
| 02 | BA + 8 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4406 | 4544 | 4588 | 4834 | 5099 | 5362 | 5641 | 5910 | 6472 | 6733 |
| | Alternative Formula Rate | | 4471 | 4612 | 4659 | 4906 | 5173 | 5440 | 5720 | 5996 | 6570 | 6830 |
| | Maximum Security Rate | | 4548 | 4691 | 4738 | 4992 | 5256 | 5523 | 5805 | 6081 | 6651 | 6915 |
| 03 | BA + 16 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4518 | 4658 | 4706 | 4981 | 5262 | 5536 | 5800 | 6096 | 6685 | 6953 |
| | Alternative Formula Rate | | 4583 | 4725 | 4779 | 5054 | 5335 | 5617 | 5886 | 6184 | 6783 | 7056 |
| | Maximum Security Rate | | 4659 | 4801 | 4858 | 5137 | 5422 | 5702 | 5970 | 6270 | 6867 | 7144 |
| 04 | BA + 24 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4641 | 4786 | 4838 | 5131 | 5417 | 5704 | 6000 | 6287 | 6901 | 7180 |
| | Alternative Formula Rate | | 4706 | 4857 | 4911 | 5209 | 5497 | 5789 | 6090 | 6378 | 6999 | 7285 |
| | Maximum Security Rate | | 4788 | 4940 | 4998 | 5288 | 5580 | 5867 | 6178 | 6464 | 7088 | 7375 |
| 05 | MA | | | | | | | | | | | |
| | Regular Formula Rate | | 4782 | 4930 | 4984 | 5277 | 5573 | 5871 | 6178 | 6470 | 7101 | 7387 |
| | Alternative Formula Rate | | 4847 | 5001 | 5058 | 5356 | 5653 | 5955 | 6268 | 6572 | 7208 | 7497 |
| | Maximum Security Rate | | 4928 | 5083 | 5144 | 5440 | 5736 | 6039 | 6348 | 6654 | 7292 | 7583 |
| 06 | MA + 16 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 4891 | 5045 | 5104 | 5399 | 5699 | 5998 | 6307 | 6595 | 7239 | 7524 |
| | Alternative Formula Rate | | 4962 | 5117 | 5180 | 5476 | 5779 | 6085 | 6403 | 6692 | 7345 | 7637 |
| | Maximum Security Rate | | 5039 | 5196 | 5264 | 5560 | 5862 | 6175 | 6486 | 6780 | 7425 | 7722 |
| 07 | MA + 32 HOURS | | | | | | | | | | | |
| | Regular Formula Rate | | 5037 | 5194 | 5260 | 5555 | 5856 | 6161 | 6466 | 6766 | 7412 | 7712 |
| | Alternative Formula Rate | | 5108 | 5269 | 5334 | 5638 | 5940 | 6253 | 6565 | 6864 | 7518 | 7823 |
| | Maximum Security Rate | | 5190 | 5350 | 5421 | 5718 | 6026 | 6337 | 6652 | 6948 | 7607 | 7915 |

RATES OF PAY - RC-063 PROFESSIONAL EDUCATOR LICENSE - 9 MOS.
EFFECTIVE JULY 1, 2026

3.50%

STEPS

| LANE | EDUCATIONAL LEVEL | 1b | 1a | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|--------------------------|------|------|------|------|------|------|------|------|------|------|
| 01 | BA | | | | | | | | | | |
| | Regular Formula Rate | 4424 | 4563 | 4604 | 4858 | 5123 | 5374 | 5649 | 5912 | 6489 | 6747 |
| | Alternative Formula Rate | 4491 | 4627 | 4672 | 4923 | 5199 | 5455 | 5736 | 6002 | 6586 | 6845 |
| | Maximum Security Rate | 4566 | 4708 | 4754 | 5014 | 5282 | 5539 | 5820 | 6092 | 6671 | 6938 |
| 02 | BA + 8 HOURS | | | | | | | | | | |
| | Regular Formula Rate | 4560 | 4703 | 4749 | 5003 | 5277 | 5550 | 5838 | 6117 | 6699 | 6969 |
| | Alternative Formula Rate | 4627 | 4773 | 4822 | 5078 | 5354 | 5630 | 5920 | 6206 | 6800 | 7069 |
| | Maximum Security Rate | 4707 | 4855 | 4904 | 5167 | 5440 | 5716 | 6008 | 6294 | 6884 | 7157 |
| 03 | BA + 16 HOURS | | | | | | | | | | |
| | Regular Formula Rate | 4676 | 4821 | 4871 | 5155 | 5446 | 5730 | 6003 | 6309 | 6919 | 7196 |
| | Alternative Formula Rate | 4743 | 4890 | 4946 | 5231 | 5522 | 5814 | 6092 | 6400 | 7020 | 7303 |
| | Maximum Security Rate | 4822 | 4969 | 5028 | 5317 | 5612 | 5902 | 6179 | 6489 | 7107 | 7394 |
| 04 | BA + 24 HOURS | | | | | | | | | | |
| | Regular Formula Rate | 4803 | 4954 | 5007 | 5311 | 5607 | 5904 | 6210 | 6507 | 7143 | 7431 |
| | Alternative Formula Rate | 4871 | 5027 | 5083 | 5391 | 5689 | 5992 | 6303 | 6601 | 7244 | 7540 |
| | Maximum Security Rate | 4956 | 5113 | 5173 | 5473 | 5775 | 6072 | 6394 | 6690 | 7336 | 7633 |
| 05 | MA | | | | | | | | | | |
| | Regular Formula Rate | 4949 | 5103 | 5158 | 5462 | 5768 | 6076 | 6394 | 6696 | 7350 | 7646 |
| | Alternative Formula Rate | 5017 | 5176 | 5235 | 5543 | 5851 | 6163 | 6487 | 6802 | 7460 | 7759 |
| | Maximum Security Rate | 5100 | 5261 | 5324 | 5630 | 5937 | 6250 | 6570 | 6887 | 7547 | 7848 |
| 06 | MA + 16 HOURS | | | | | | | | | | |
| | Regular Formula Rate | 5062 | 5222 | 5283 | 5588 | 5898 | 6208 | 6528 | 6826 | 7492 | 7787 |
| | Alternative Formula Rate | 5136 | 5296 | 5361 | 5668 | 5981 | 6298 | 6627 | 6926 | 7602 | 7904 |
| | Maximum Security Rate | 5215 | 5378 | 5448 | 5755 | 6067 | 6391 | 6713 | 7017 | 7685 | 7992 |
| 07 | MA + 32 HOURS | | | | | | | | | | |
| | Regular Formula Rate | 5213 | 5376 | 5444 | 5749 | 6061 | 6377 | 6692 | 7003 | 7671 | 7982 |
| | Alternative Formula Rate | 5287 | 5453 | 5521 | 5835 | 6148 | 6472 | 6795 | 7104 | 7781 | 8097 |
| | Maximum Security Rate | 5372 | 5537 | 5611 | 5918 | 6237 | 6559 | 6885 | 7191 | 7873 | 8192 |

Appendix A.

Effective July 1, 2023 through June 30, 2027

All benefits in this Appendix are effective July 1, 2023, unless otherwise noted. Prior Appendix A benefit levels apply to all services received through June 30, 2023.

Section 1. SUMMARY OF BENEFITS

The State shall maintain a program of benefits that shall include health, dental, vision, and life coverage. The health plan shall include medical, prescription and behavioral health coverage. Any and all services covered by the Plan must be medically necessary as determined by the Plan.

Eligible dependents of members shall have available benefits. All dependents enrolled in the Plan must be enrolled in the same health and dental plan as the member.

Section 2. CONTRIBUTION AMOUNTS

- 1) The salary thresholds will be adjusted annually prior to the benefit choice period to reflect the lower of the increase in the Consumer Price Index from the most recent monthly wage report available or the cost of living adjustments effective on July 1 to wages included in this Agreement. The employee's salary on March 1 shall govern for the next fiscal year.
- 2) The member shall pay the appropriate dependent premium for the plan that is selected.

Employee Contributions for the Quality Care Health Plan (QCHP)

- 1) Employees enrolled in the QCHP with salaries of \$30,200 or less per year shall pay \$134.00 per month for health plan coverage. Employees with salaries of \$30,201 but not more than \$45,600 per year shall pay \$153.00 per month for coverage. Employees with salaries of \$45,601 but not more than \$60,700 shall pay \$171.00 per month for coverage. Employees with salaries of \$60,701 but not more than \$75,900 shall pay \$190.00 per month for coverage. Employees with salaries of \$75,901 but not more than \$100,000 shall pay \$209.00 per month for coverage. Employees with salaries of \$100,001 but not more than \$125,000 shall pay \$263.00 per month for coverage. Employees with salaries of \$125,001 or more shall pay \$296.00 per month for coverage.

The amount of the contribution shall be adjusted to reflect any changes to the midpoint salary in each of the established.

- 2) Member contributions for dependent coverage shall be \$291.00 per month for one non-Medicare dependent, \$329.00 per month for two or more non-Medicare dependents, \$184.00 per month for one Medicare primary dependent and \$245.00 per month for two or more Medicare primary dependents.
- 3) Employees on leave of absence may be responsible for additional costs as enumerated in the State of Illinois Employee Benefits Handbook.

Employee Contributions for the Consumer Driven Health Plan (CDHP)

- 1) Employees enrolled in the CDHP with salaries of \$30,200 or less per year shall pay \$95.00 per month for health plan coverage. Employees with salaries of \$30,201 but not more than \$45,600 per year shall pay \$114.00 per month for coverage. Employees with salaries of \$45,601 but not more than \$60,700 shall pay \$133.00 per month for coverage. Employees with salaries of \$60,701 but not more than \$75,900 shall pay \$151.00 per month for coverage. Employees with salaries of \$75,901 but not more than \$100,000 shall pay \$170.00 per month for coverage. Employees with salaries of \$100,001 but not more than \$125,000 shall pay \$224.00 per month for coverage. Employees with salaries of \$125,001 or more shall pay \$257.00 per month for coverage.
- 2) Member contributions for dependent coverage shall be \$169.00 per month for one non-Medicare dependent, \$213.00 per month for two or more non-Medicare dependents, \$146.00 per month for one Medicare primary dependent and \$187.00 per month for two or more Medicare primary dependents.
- 3) Employees on leave of absence may be responsible for additional costs as enumerated in the State of Illinois Employee Benefits Handbook.

Employee Contributions for the Managed Care Health Plans (MCHP)

- 1) Employees enrolled in the MCHP with salaries of \$30,200 or less per year shall pay \$116.00 per month for health plan coverage. Employees with salaries of \$30,201 but not more than \$45,600 per year shall pay \$134.00 per month for coverage. Employees with salaries of \$45,601 but not more than \$60,700 shall pay \$153.00 per month for coverage. Employees with salaries of \$60,701 but not more than \$75,900 shall pay \$172.00 per month for coverage. Employees with salaries of \$75,901 but not more than \$100,000 shall pay \$190.00 per month for coverage. Employees with salaries of \$100,001 but not more than \$125,000 shall pay \$244.00 per month for coverage. Employees with salaries of \$125,001 or more shall pay \$277.00 per month for coverage.

The above figures represent the weighted average amount across all MCHP plans.

- 2) Member contributions for dependent coverage shall be the weighted average of \$188.51 per month for one non-Medicare dependent, \$234.49 per month for two or more non-Medicare dependents, the weighted average of \$166.34 per month for one Medicare primary dependent and \$209.09 per month for two or more Medicare primary dependents.
- 3) Employees on leave of absence may be responsible for additional costs as enumerated in the State of Illinois Employee Benefits Handbook.

Employee Contribution Increases for QCHP, CDHP, and MCHP

- 1) Effective July 1, 2024 employee contributions shall increase by \$10.00 per month as a composite.
- 2) Effective July 1, 2025 employee contributions shall increase by \$8.00 per month as a composite.

- 3) Effective July 1, 2026 employee contributions shall increase by \$8.00 per month as a composite.
- 4) The distribution of the composite amounts for each increase will be mutually developed by the parties across salary bands based on progressivity and across all health plans based on relative cost.

Member Contribution Increases for Dependent Coverage for QCHP, CDHP, and MCHP

- 1) Effective July 1, 2024 member contributions for dependent coverage shall increase by \$6.00 per month as a composite.
- 2) Effective July 1, 2025 member contributions for dependent coverage shall increase by \$4.00 per month as a composite.
- 3) Effective July 1, 2026 member contributions for dependent coverage shall increase by 4.00 per month as a composite.
- 4) The distribution of the composite amounts for each increase will be mutually developed by the parties across all health plans based on relative cost.

Dental Contributions for the Quality Care Dental Plan (QCDP)

- 1) Employees who elect to participate in the QCDP shall be required to pay \$14.00 per month for such coverage.
- 2) Employees who have one dependent enrolled in a health plan offered pursuant to the State Employees Group Insurance Act of 1971 may cover that dependent in the QCDP, for a contribution of \$9.00 per month. This amount shall be in addition to the amount required for the employee.
- 3) Employees who have two or more dependents enrolled in a health plan offered pursuant to the State Employees Group Insurance Act of 1971 may cover those dependents under the QCDP for a contribution of \$11.50 per month. This amount shall be in addition to the amount required for the employee.
- 4) Effective July 1, 2024, the amount for each of the above categories shall increase by \$1.00.
- 5) Effective July 1, 2025, the amount for each of the above categories shall increase by an additional \$1.00.
- 6) Effective July 1, 2026, the amount for each of the above categories shall increase by an additional \$1.00.
- 7) Employees on leave of absence may be responsible for additional costs as enumerated in the State of Illinois Employee Benefits Handbook.

Section 3. HEALTH PLAN COVERAGE

THE QUALITY CARE HEALTH PLAN (QCHP)

- 1) The State shall continue to offer enrollment in the QCHP for members who wish to choose any physician or hospital for services.
- 2) With the exception of certain preventive benefits outlined in this appendix or exempted from copayments pursuant to state or federal law, all eligible services shall be subject to deductibles, co-payments, coinsurance amounts, out-of-pocket maximums, and plan provisions.

- 3) Members who choose to receive services from a provider within the QCHP Provider Network shall receive an enhanced benefit.
- 4) Eligible services not received from a provider within the QCHP Network shall be subject to Maximum Reimbursable Charge (MRC) review and adjustment in addition to deductibles, co-payments, coinsurance amounts and out-of-pocket maximums.

A. Plan Year Deductibles

1) Member Plan Year Deductible

- a. The deductible shall be \$425.00 per fiscal year for employees with annual salaries of \$60,700 or less; \$525.00 per fiscal year for employees with salaries from \$60,701 to \$75,900; and \$575.00 per fiscal year for employees with salaries of \$75,901 or more.
- b. The employee's salary on March 1 shall govern for the next fiscal year.
- c. Effective July 1, 2025, these amounts shall increase by \$25.00, for total plan year deductibles of \$450.00, \$550.00 and \$600.00, respectively.

2) Dependent Plan Year Deductible

- a. The deductible for dependents shall be \$425.00.
- b. Effective July 1, 2025, this amount shall increase by \$25.00 for a total plan year deductible of \$450.00.

3) Family Plan Year Deductible

- a. The deductible for a family unit shall be limited to two and one-half times the deductible for the member.

4) Additional Deductibles

a. Emergency Room Deductible

- i. The deductible shall be \$450.00 for each hospital emergency room visit.

b. QCHP Network Inpatient Hospital Admission Deductible

- i. The deductible shall be \$200.00 for each admission to a hospital within the QCHP Network.
- ii. Effective July 1, 2025, this amount shall increase by \$50.00 for a total deductible of \$250.00.
- iii. Effective July 1, 2026, this amount shall increase by \$50.00 for a total deductible of \$300.00.

c. Non-QCHP Provider Inpatient Hospital Admission Deductible

- i. The deductible shall be \$800.00 per admission to a non-QCHP hospital.
- ii. Effective July 1, 2025, this amount shall increase by \$50.00 for a total deductible of \$850.00.
- iii. Effective July 1, 2026, this amount shall increase by \$50.00 for a total deductible of \$900.00.

d. Transplant Deductible

- i. The deductible shall be \$200.00 for a transplant.
- ii. Effective July 1, 2025, this amount shall increase by \$50.00 for a transplant total deductible of \$250.00.
- iii. Effective July 1, 2026, this amount shall increase by \$50.00 for a total transplant deductible of \$300.00.

B. Plan Coinsurance

1) QCHP Network Services

- a. The Plan shall pay eligible charges, including but not limited to, physician visits, inpatient hospital services, emergency room services, outpatient surgery or procedures, intensive outpatient and partial hospitalization for behavioral health services and laboratory/imaging services provided by a QCHP Network provider at 85% of the negotiated rate.
- b. The benefit shall be subject to the applicable deductibles;
- c. The applicable deductibles and coinsurance amounts shall be applied, dollar-for-dollar, toward the annual QCHP Network out-of-pocket maximum.

2) Non-QCHP Network Services

- a. The Plan shall pay eligible charges, including but not limited to, physician visits, inpatient hospital services, emergency room services, outpatient surgery or procedures, intensive outpatient and partial hospitalization for behavioral health services and laboratory/imaging services provided at a Non-QCHP Network facility or by a Non-QCHP Network provider at 60% of the MRC amount.
- b. The benefit shall be subject to the applicable deductibles.
- c. The applicable deductibles and coinsurance amounts shall be applied, dollar-for-dollar, toward the annual Non-QCHP Network out-of-pocket maximum.

C. Out-of-Pocket Maximums

- 1) Applicable deductibles and coinsurance shall apply, respectively, toward the QCHP Network out-of-pocket maximum or the Non-QCHP Network out-of-pocket maximum. The Plan shall pay 100% of eligible charges for the remainder of the plan year after the out-of-pocket maximum has been met.
- 2) The Individual In-Network QCHP out-of-pocket maximum shall be \$1,750.00.
- 3) The family In-Network QCHP out-of-pocket maximum shall be two and one-half times the QCHP Network individual out-of-pocket maximum.
- 4) The Individual Non-QCHP Network out-of-pocket maximum shall be \$7,000.00.
- 5) The family Non-QCHP Network out-of-pocket maximum shall be \$13,500.00.

D. Medical Out-of-Pocket Maximum Exclusions

The following items do not accumulate toward the medical out-of-pocket maximums:

- 1) Prescription drug deductibles, co-payments, or coinsurance;
- 2) Reduction of benefit amounts imposed for failure to notify the Plan's Utilization Management Program administrator;
- 3) Any charges greater than the MRC amount and any ineligible charges;
- 4) The portion of the Medicare Part A deductible the member is responsible to pay.

E. Notification and Authorization

- 1) Notification shall be provided to the Utilization Management Administrator by the member prior to receiving any of the following services, including but not limited to:
 - a. Non-emergency hospital, partial hospitalization program, inpatient hospice, skilled care facility admissions and related continued stays;
 - b. All surgical procedures, except those that are performed in a physician's office;
 - c. High-tech imaging services (including but not limited to MRI, PET, and CAT scans);
 - d. Outpatient surgery, in locations other than a physician's office;
 - e. Emergency hospital admission (notification must be provided within 48 hours of an admission);
 - f. Transplant services;
 - g. Hospice Care;
 - h. Skilled Nursing.
- 2) Failure to provide notification to the Utilization Management Administrator shall result in a reduction in reimbursement of the medically necessary charges by \$800.00. Benefits are limited to those covered services that are determined by the Administrator to be medically necessary.

F. Medical Case Management (MCM) Program and Disease Management (DM) Program

- 1) MCM and DM are two Programs designed to assist members or dependents during times of serious or prolonged medical conditions that require complex medical care.
- 2) A case manager may be assigned to the member's or dependent's medical case to ensure appropriate care under the Plan.
- 3) Cases shall be identified and referred to the MCM and/or DM Program by the Utilization Management Administrator and/or Medical Claims Administrator.
- 4) The Utilization Management Administrator shall evaluate the member's or dependent's medical case including treatment setting, level of care and intensity of service. The member or dependent shall be contacted directly by the MCM or DM Program professional who shall describe the program and make recommendations for settings and/or providers of care. The member will have the option of following or not following the recommendation.

G. Covered Services

- 1) Preventive Benefits
 - a. QCHP shall cover the following preventive physical examinations and immunizations:
 - i. Preventive physical examinations for children in accordance with the recommendations of the U. S. Preventive Services Task Force (USPSTF);
 - ii. Required school physical examinations;
 - iii. Child and adult immunizations in accordance with the

recommendations of the Center for Disease Control (CDC) and the Advisory Committee on Immunization Practices (ACIP) guidelines;

- iv. Adult routine physical examinations in accordance with the recommendations by the USPSTF up to a limit of \$250.00 per exam. Exams will be covered once every three years for adults under age 50 and annually for adults age 50 and over;
 - v. Annual pap smears, including associated office visit charges for women over age 18 or younger if medically appropriate; and
 - vi. Preventive services required pursuant to state or federal law.
- b. For all of the routine physical exams discussed in this section, charges associated with these exams, including but not limited to, physician office charges, laboratory, immunization, imaging, and screening tests, will be covered at the applicable benefit level. The annual QCHP deductible shall not apply to any charges associated with these routine physical examinations. All preventive services received at non-QCHP Network providers are subject to MRC charge review and adjustment.

2) Prescription Drugs

a. Prescription Plan Year Deductible

- i. The prescription deductible shall be \$175.00 per member or dependent;
- ii. This deductible shall apply to all prescriptions covered by the Plan and shall be separate and distinct from all other QCHP deductibles;
- iii. Effective July 1, 2026, the prescription drug deductible per member or dependent shall increase by \$25.00, resulting in a total prescription deductible per member or dependent of \$200.00.

b. Co-payments

- i. Co-payments for a 30-day supply of medication shall be as follows:
 - a. \$18.00 for Tier I;
 - b. \$38.00 for Tier II;
 - c. \$60.00 for Tier III.
- ii. Effective July 1, 2024, co-payments for a 30-day supply of medication shall be as follows:
 - a. \$20.00 for Tier I;
 - b. \$40.00 for Tier II;
 - c. \$65.00 for Tier III.
- d. Prescription drugs shall be placed into each tier as determined by the health plan's prescription benefit manager.
- iii. Co-payments for a 60-day supply of medication shall be two times the amount of the applicable 30-day co-payment.
- iv. If a member or dependent elects a higher Tier drug where a lower Tier drug is available, the member or dependent is responsible for the higher co-payment plus the difference in cost between the drugs.

- c. Maintenance Medication Program
 - i. Maintenance medications are medications taken for chronic conditions as determined by the Plan.
 - ii. 90-day fills of maintenance medications at mail order, or at a PBM-contracted network retail pharmacy willing to participate in the maintenance medication program on the terms and conditions of the network agreement with the Plan's PBM, shall be available with co-payments equal to two and one-half times the amount of the applicable co-payments for a 30-day supply of medication.
 - iii. After two 30-day fills of maintenance medication obtained at a retail pharmacy, the co-payment of subsequent 30-days fills shall be two times the applicable co-payment for the initial 30-day fill.
 - d. Preferred Drug Step Therapy (PDST) program
 - i. The PDST is a program to be provided by the State's Pharmacy Benefit Manager (PBM) to encourage the use of certain drugs that are therapeutically-equivalent to more expensive drugs.
 - ii. In certain instances, members will be required to try the lower cost Tier drug before the Plan would consider coverage of the more expensive Tier drug.
 - e. Brand name drugs for which the generic equivalents have not proven to be effective clinical substitutions based on generally accepted clinical literature and/or medical research shall be treated as generics.
- 3) Physical and Speech Therapy
- a. Inpatient or outpatient therapy shall be covered as described in the State of Illinois Employee Benefits Handbook;
 - b. Services shall be provided by a licensed or certified therapist or physician.
- 4) Chiropractic
- a. Shall be limited to 30 visits per plan year.
- 5) Transplants
- a. Evaluation shall be covered at a QCHP Network facility. The transplant shall be approved or denied as a result of this evaluation on the basis of whether it is viable and non-experimental;
 - b. All services must be performed at a QCHP Network facility;
- 6) Hospice Care
- a. Shall be covered as described in the State of Illinois Employee Benefits Handbook.
- 7) Skilled Nursing
- a. Must be authorized by the Utilization Management Administrator. Medicare primary members and dependents are required to notify the Utilization Management Administrator for hospital stays and admission to skilled care facilities;
 - b. Care may be rendered at home or in a licensed skilled care facility. The Plan shall pay the lesser of either home health care treatment or

care in a licensed skilled care facility within the same geographic region.

8) Infertility

- a. Diagnosis and treatment of infertility shall be covered as described in the State of Illinois Employee Benefits Handbook.

9) Hospital Bill Audit Benefit

- a. If a member or dependent discovers an error or overcharge on a hospital bill and obtains a corrected bill from the hospital, the member shall be paid 50% of the resulting savings.

10) Second Surgical Opinions

- a. The plan will pay 100% of the charges for a second surgical opinion, if required by the Utilization Management Administrator. If the second opinion does not confirm the need for surgery, the plan will pay for a third opinion.

HEALTH MAINTENANCE ORGANIZATIONS (HMOs)

- 1) The State shall continue to offer enrollment in HMOs;

- 2) All eligible services including, but not limited to the following, shall be subject to deductibles, co-payments, coinsurance amounts and out-of-pocket maximums.

A. Co-payments

- 1) Primary Care Physician Office Visit

- a. The co-payment shall be \$30.00 per Primary Care Physician (PCP) office visit.

- 2) Specialist Office Visit, Home Health Visit, and Rehab

- a. The co-payment shall be \$35.00 per specialist office visit.

- b. Effective July 1, 2024, this amount shall increase by \$5.00 for a total specialist office visit co-payment of \$40.00.

- 3) High-Tech Imaging

- a. The co-payment shall be \$30.00 for specific diagnostic tests including, but not limited to MRI, PET Scan, and CAT Scan.

- 4) Inpatient Admission

- a. The co-payment shall be \$425.00 per admission to a hospital, hospice, or extended care facility.

- b. Effective July 1, 2025, this amount shall increase by \$50.00 for a total co-payment of \$475.00 per admission to a hospital, hospice or extended care facility.

- c. Effective July 1, 2026, this amount shall increase by \$50.00 for a total co-payment of \$525.00 per admission to a hospital, hospice or extended care facility.

- 5) Outpatient Surgery

- a. The co-payment shall be \$300.00 per outpatient surgery.

- b. Effective July 1, 2025, this amount shall increase by \$50.00 for a total co-payment of \$350.00 per outpatient surgery.

- c. Effective July 1, 2026, this amount shall increase by \$50.00 for a total co-payment of \$400.00 per outpatient surgery.

- 6) Emergency Room

- a. The co-payment shall be \$275.00, or 50%, whichever is less, per

emergency room use.

B. Coinsurance

- 1) The following services shall be covered at 100% after the applicable co-payment:
 - a. Inpatient admission to a hospital, hospice, or skilled care facility;
 - b. Outpatient surgery;
 - c. Emergency room services;
 - d. Primary Care Physician office visits;
 - e. Specialist office visits;
 - f. Home health care visits;
 - g. Professional charges;
 - h. Psychiatric care;
 - i. Prosthetic devices;
 - j. Diagnostic lab and imaging services.
- 2) The following covered services shall be covered at 80%.
 - a. Durable Medical Equipment.

C. Out-of-Pocket Maximums

- 1) Applicable deductibles and coinsurance shall apply toward the MCHP out-of-pocket maximum. The Plan shall pay 100% of eligible charges for the remainder of the plan year after the out-of-pocket maximum has been met.
- 2) The individual MCHP out-of-pocket maximum shall be \$3,000.00.
- 3) The family In-Network MCHP out-of-pocket maximum shall be two times the MCHP Network individual out-of-pocket maximum.

D. Prescription Drugs

- 1) Prescription Plan Year Deductible
 - a. The prescription deductible shall be \$150.00 per member or dependent;
 - b. Effective July 1, 2026, the prescription drug deductible per member or dependent shall increase by \$25.00, resulting in a total prescription deductible per member or dependent of \$175.00.
 - c. This deductible applies to all prescriptions covered by the Plan and shall be separate and distinct from all other MCHP deductibles.
- 2) Co-payments
 - a. Co-payments for a 30-day supply of medication shall be as follows:
 - i. \$4.00 for Reduced Tier I;
 - ii. \$16.00 for Tier I;
 - iii. \$33.00 for Tier II;
 - iv. \$57.00 for Tier III.
 - b. Effective July 1, 2024, co-payments for a 30-day supply of medication shall be as follows:
 - i. \$4.00 for Reduced Tier I;
 - ii. \$20.00 for Tier I;
 - iii. \$35.00 for Tier II;
 - iv. \$60.00 for Tier III.
 - v. Prescription drugs shall be placed into each tier as determined by the health plan's prescription benefit manager.

- c. If a member or dependent elects a higher Tier drug where a lower Tier drug is available, the member or dependent is responsible for the higher co-payment plus the difference in cost between the drugs.
- 3) 90-day Supply of Medication
The Plan shall make available a 90-day supply of medication, through certain managed care health plans that are operated on an insured basis. These health plans shall be specified each year during the Benefit Choice Period. Co-payments for the 90-day supply of medication shall be determined by the managed care health plans.
- 4) Brand name drugs for which the generic equivalents have not proven to be effective clinical substitutions based on generally accepted clinical literature and/or medical research shall be treated as generics.

OPEN ACCESS PLANS (OAPs)

- 1) The State shall continue to offer enrollment in OAPs;
- 2) All eligible services including, but not limited to the following, shall be subject to deductibles, co-payments, coinsurance amounts and out-of-pocket maximums.

A. Plan Year Deductible

- 1) The deductible shall be \$300.00 per enrollee for charges incurred at a Tier II provider or facility.
 - a. Effective July 1, 2025, the Tier II deductible shall increase by \$25.00 for a total Tier II deductible of \$325.00.
- 2) The deductible shall be \$400.00 per enrollee for charges incurred at a Tier III provider or facility.
 - a. Effective July 1, 2025, the Tier III deductible shall increase by \$25.00 for a total Tier III deductible of \$425.00.

B. Co-insurance

- 1) The plan shall pay for eligible covered services at the following rates:
 - a. 100% for Tier I
 - b. 90% for Tier II
 - c. 60% for Tier III
- 2) The payments shall be subject to the appropriate deductibles, co-payments and out-of-pocket maximums.
- 3) Durable Medical Equipment shall be paid at 80% at both Tier I and Tier II and at 60% at Tier III.
- 4) Preventative services, including immunizations and Well Baby care shall be covered at 100% only at Tier I and Tier II.

C. Co-payments

- 1) Primary Care Physician Office Visit
 - a. The co-payment shall be \$30.00 per Primary Care Physician (PCP) office visit at Tier I.
- 2) Specialist Office Visit, Home Health Visit, and Rehab
 - a. The co-payment shall be \$35.00 per Specialist Office Visit, Home Health Visit, and Rehab at Tier I.
 - b. Effective July 1, 2024, the co-payment shall increase by \$5.00 for a total Specialist Office Visit, Home Health Visit, and Rehab co-payment of \$40.00.

- 3) Emergency Room
 - a. The co-payment shall be \$275.00 per emergency room visit.
- 4) High Tech Imaging
 - a. The co-payment shall be \$30.00 for specific diagnostic tests including, but not limited to MRI, PET Scan, and CAT Scan.
- 5) Inpatient Admission
 - a. The co-payment per admission to a hospital, hospice, or extended care facility shall be as follows:
 - i. \$425.00 at Tier I;
 - ii. \$475.00 at Tier II;
 - iii. \$575.00 at Tier III.
 - b. Effective July 1, 2025, the co-payment shall be as follows:
 - i. \$475.00 at Tier I;
 - ii. \$525.00 at Tier II;
 - iii. \$625.00 at Tier III.
 - c. Effective July 1, 2026, the co-payment shall increase by \$50.00 for a total co-payment per inpatient admission of:
 - i. \$525.00 at Tier I;
 - ii. \$575.00 at Tier II;
 - iii. \$675.00 at Tier III.
- 6) Outpatient Surgery
 - a. The co-payment shall be \$300.00 per outpatient surgery.
 - b. Effective July 1, 2025, the co-payment shall increase by \$50.00 for a total co-payment per outpatient surgery of \$350.00. Effective July 1, 2026, the co-payment shall increase by \$50.00 for a total co-payment per outpatient surgery of \$400.00.

D. Out-of-Pocket Maximums

- 1) The individual out-of-pocket maximum shall be \$3,000.00 at Tier I and Tier II combined.
- 2) The family out-of-pocket maximum shall be two times the individual out-of-pocket maximum.

E. Prescription Drugs

- 1) Prescription Plan Year Deductible
 - a. The prescription deductible shall be \$150.00 per member or dependent.
 - b. Effective July 1, 2026, the deductible shall increase by \$25.00 for a total prescription deductible of \$175.00 per member or dependent.
- 2) Co-Payments
 - a. Co-payments for a 30-day supply of medication shall be as follows:
 - i. \$4.00 for Reduced Tier I;
 - ii. \$16.00 for Tier I;
 - iii. \$33.00 for Tier II;
 - iv. \$57.00 for Tier III.
 - b. Effective July 1, 2024, co-payments for a 30-day supply of medication shall be as follows:
 - i. \$4.00 for Reduced Tier I;
 - ii. \$20.00 for Tier I;

- iii. \$35.00 for Tier II;
 - iv. \$60.00 for Tier III;
 - c. If a member or dependent elects a higher Tier drug where a lower Tier drug is available, the member or dependent is responsible for the higher co-payment plus the difference in cost between the drugs.
- 3) 90-Day Supply of Medication
- a. 90-day fills of maintenance medications at mail order, or at a PBM-contracted network retail pharmacy willing to participate in the maintenance medication program on the terms and conditions of the network agreement with the Plan's PBM, shall be available with co-payments equal to two and one-half times the amount of the applicable co-payments for a 30-day supply of medication.

Section 4. DENTAL PLAN COVERAGE

The State may offer a managed care dental plan during the term of this Agreement.

Quality Care Dental Plan (QCDP)

- 1) The State shall continue to offer enrollment in the QCDP.
- 2) Members who choose to receive services from a provider within the QCDP Provider Network shall receive an enhanced benefit.

A. Deductibles

- 1) The deductible shall be \$175.00 per member or dependent per plan year on all covered services except preventive and diagnostic services.

B. Annual and Lifetime Maximums

- 1) The annual maximum benefit for services provided by an in-network provider shall be \$2,500.00 per member or dependent.
- 2) The annual maximum benefit for services provided by an out-of-network provider shall be \$2,000.00 per member or dependent.
- 3) The lifetime maximum benefit for orthodontia services provided by an in-network provider shall be \$2,000.00 per child.
- 4) The lifetime maximum benefit for orthodontia services provided by an out-of-network provider shall be \$1,500.00 per child.

C. Covered Services

- 1) The QCDP shall cover certain preventive, diagnostic, and restorative services as follows:
 - a. Diagnostic and Preventive Services:
 - Initial oral exam;
 - Periodic oral exam;
 - X-rays;
 - Prophylaxis/Fluorides;
 - Sealants.
 - b. Restorative Services:
 - Amalgam fillings, 1 to 4 surfaces;
 - Composite fillings, 1 to 4 surfaces;
 - Crowns;
 - Post and core buildups and crown lengthening;
 - Inlays/Onlays;

- c. Oral Surgery:
 - Simple extractions (non-surgical);
 - Additional single extractions;
 - Surgical extractions;
 - Oral Biopsy;
 - Alveoplasty;
 - Frenectomy;
 - General anesthesia, including intravenous sedation (where medically necessary);
 - Conscious sedation (where medically necessary).
 - d. Endodontal Services:
 - Root canal - anterior, bicuspid, molar;
 - Pulp capping;
 - Pulpotomy.
 - e. Periodontal Services:
 - Gingivectomy or gingivoplasty;
 - Root planing;
 - Mucogingival surgery;
 - Osseous surgery.
 - f. Fixed and Removable Prosthetics:
 - Full dentures;
 - Partial dentures;
 - Bridges;
 - Implants.
 - g. Orthodontic Services:
 - Comprehensive treatment;
 - Minor Treatment.
- 2) Orthodontic treatment is limited to persons age 18 and under.
- 3) Orthodontic treatment of deciduous teeth is not covered.

D. Benefit Levels

- 1) The benefit levels for the QCDP shall be determined from a statewide fee schedule equivalent to reasonable and customary charges statewide for all covered services.
- 2) The schedule of maximum benefits shall be reviewed every two years and adjusted based on the most current statewide reasonable and customary data available at that time.
- 3) The benefit for replacement of crowns, bridges and dentures shall be limited to once every five years.

Section 5. VISION PLAN COVERAGE

A vision benefit shall be made available to all members and dependents enrolled in a health plan offered pursuant to the State Employees Group Insurance Act of 1971.

A. Covered Services

Vision services shall be made available as follows:

- 1) Well-care eye examination and replacement of lenses, once every plan

year;

- 2) Frames benefit once every two plan years.

B. Benefits at Network Providers

For services provided by a network provider, the member and/or dependent co-payment shall not exceed the following:

- 1) \$25.00 for the eye exam;
- 2) \$25.00 for lenses;
- 3) \$25.00 for Standard Frames (Standard frames are defined as frames with a \$70.00 average wholesale cost);
- 4) Effective July 1, 2020, the amount of each co-payment for services shall increase by \$5.00 to a co-payment of \$30.00;
- 5) In lieu of standard frames with lenses, there shall be a \$120.00 allowance for the cost of contact lenses.

C. Benefits at Non-Network Providers

For services provided by a non-network provider, reimbursement shall not exceed the following:

- 1) \$30.00 for the eye exam;
- 2) \$50.00 for single vision lenses;
- 3) \$80.00 for bifocals and trifocals;
- 4) \$70.00 for frames;
- 5) In lieu of standard frames with lenses, \$120.00 reimbursement for contact lenses.

Section 6. DISPUTE RESOLUTION

The Parties to this Agreement shall negotiate over the terms of an appeals process that is in conformance with the Affordable Care Act.

Section 7. JOINT LABOR/MANAGEMENT ADVISORY COMMITTEE ON HEALTHCARE BENEFITS

The Joint Labor/ Management Advisory Committee (JLMAC) on health care benefits shall provide for the development and introduction of value-based benefit design changes for all health plans, with the goal of improving the health of the covered population.

The State agrees to provide a funded position(s) and to budget appropriately to carry out the initiatives of the Committee. The parties will explore the feasibility of jointly determining potential candidates for such position.

The Committee will be composed of an even number of members, half selected by the State and half selected by AFSCME.

The Committee shall:

1. Research and make recommendations and decisions within its authority related to the achievement of significant and measurable savings in the cost of employee health care during the terms of this Agreement;
2. Develop incentives for employees to participate in offered programs including, but not limited to, waivers of co-payments, reductions in co-insurance and reward programs for participating in various preventive screenings and testing;

3. Approve changes that will promote better health resulting in lower cost trends and significant cost containment or savings for either the self-insured or the managed care plans;
4. The State will provide the Committee with data on the healthcare costs on a quarterly basis beginning in November 2019 for the previous quarters' costs and for each subsequent quarter within 60 days of the close of the previous quarter;
5. Review administrative aspects of the group insurance plan and make recommendations within its authority.

Section 8. WELLNESS

- 1) Flu vaccines for members shall be covered under this program.
- 2) Reimbursement for participation in a smoking cessation program shall be 100% of the cost with an annual maximum of \$200.
- 3) Reimbursement for participation in a weight loss program shall be 100% of the costs with an annual maximum of \$200.00. This benefit is payable only once every three (3) years.
- 4) The employer will implement value-based benefit design innovations in all health plans, which may include but not be limited to the following disease management programs:
 - a) a prescription co-pay waiver program for individuals with chronic diseases, including diabetes, asthma, hypertension and cardio/vascular disease;
 - b) coverage for prescription smoking cessation medications and behavior modification counseling for individuals who agree to make an effort to quit tobacco, and
 - c) "reward" programs for health behaviors including, but not limited to, discounts for health club memberships.
- 5) The Joint Labor/Management Advisory Committee on health care benefits may modify this Section with the goal of improving both the mental and physical health of the covered population.
- 6) The Committee shall develop a plan for implementation of additional chronic condition management programs.
- 7) The Committee shall endeavor to develop innovative solutions to address the improved health and wellbeing of employees.
- 8) Where the committee identifies variances in levels of coverage, the parties may review levels of coverage provided for specific benefits with the goal of ensuring that benefits are available and uniform across health plans to the extent practicable.

Section 9. TERM LIFE INSURANCE

The State shall provide basic term life insurance equal to 100% of the employee's salary, at premiums to be paid by the State, unless the employee is on a leave of absence as enumerated in the State of Illinois Benefits Handbook. Employees may purchase, subject to medical underwriting requirements of the Life Insurance Administrator, up to eight (8) times their annual salary for optional (member paid) term life insurance and \$10,000.00 in term life

insurance for spouses and children.

Section 10. COMMUNICABLE DISEASES

Department of Children and Family Services (DCFS) employees shall have access to TB (tuberculosis) testing and hepatitis B vaccine at no cost to the employee. employee.

The method for administration of this benefit shall be determined jointly by the Department of Central Management Services (DCMS) and DCFS.

Section 11. LAID OFF AND FURLOUGHED EMPLOYEES

- 1) Certified employees on layoff status shall retain health, dental, and vision insurance coverage for a period of one month per year of service, with a minimum of six months and a maximum of twenty-four months following the effective date of the layoff with the Employer paying the full premium, single or family plan as appropriate. Employees who convert to intermittent or part-time status as a result of a layoff shall have their first year of health, dental, vision, and life insurance coverage treated as if they continued to work as a full time employee.
- 2) Employees in furlough status at the Illinois School for the Deaf and Illinois School for the Visually Impaired shall retain health, dental, and vision coverage during scheduled summer breaks with the Employer paying the full premium, single or family plan as appropriate.

Section 12. COMMUTER SAVINGS BENEFIT PROGRAM

The employer shall provide a pre-tax payroll deduction program for transportation expenses in accordance with and to the extent permitted by the Transportation Equity Act for the 21st Century (TEA-21).

Section 13. PAID LEAVE FOR ORGAN TRANSPLANT DONOR

The employer shall grant up to six (6) weeks of leave with pay for living donors of organs including, but not limited to, kidneys, bone marrow, or any other organ that may be transplanted.

Section 14. HEARING BENEFITS

The Employer shall provide benefits for hearing exams and hearing aids, up to a maximum of \$150.00 for audiologist fee(s) and up to a maximum of \$600.00 for hearing aid(s), limited to once every three years.

Section 15. SAME SEX DOMESTIC PARTNERS

A domestic partner of the same sex, enrolled prior to June 11, 2011, shall be considered eligible for coverage under the health, dental and vision plans. The State shall require reasonable proof of the domestic partnership. For purposes of this Section, a domestic partner is defined as an unrelated person of the same sex who has resided in the employee's household and has had a financial and motional interdependence with the employee, consistent with that of a married couple for a period of not less than one (1) year, and continues to maintain such arrangement consistent with that of a married

couple. The benefit shall be administered in accordance with all applicable state and federal laws. The parties recognize and agree that persons who have entered into a civil union in accordance with the Illinois Religious Freedom and Civil Union Act, 750 ILCS 75/1 et seq. (PA 096-1513) and the children of those who have entered into such a civil union shall be entitled to coverage under the health, dental and vision plans as well as to other benefits conferred by the Act. In the event the Illinois Religious Freedom and Civil Union Act, 750 ILCS 75/1 et seq. (PA 096-1513) is repealed or otherwise rendered invalid, the civil union partner and children who were eligible to receive and who were receiving health, dental and/or vision benefits at the effective date of the repeal or invalidity shall continue to receive such benefits and coverages, and the limiting enrollment date of June 1, 2011, shall be null and void and the provisions of this section of Appendix A shall be made applicable to all same sex domestic partners who meet the definition of domestic partner contained herein.

Appendix B

Section 1. SUMMARY OF BENEFITS

The State shall maintain a program of group health benefits in which eligible annuitants of SERS and TRS may participate. For purposes of this section, annuitant includes retired employee, annuitant and survivor.

Specific benefits, including those benefits outside of the basic program of group health benefits, as well as relevant plan design elements, are as outlined in Appendix A.

Nothing contained in this Appendix or in this Agreement prohibits the Director of CMS from establishing or accessing Medicare Advantage program of health benefits specifically designed for Medicare-eligible annuitants. Such program of health benefits may differ from that outlined in Appendix A as long as the benefits and design, including participant responsibility for out-of-pocket costs and provider networks are at least comparable to those benefits provided through the State's supplementary Medicare program. For a Medicare eligible annuitant with covered dependents, the dependents must be covered by Medicare in order for the annuitant to participate in Medicare Advantage. The Joint Labor Management Advisory Committee shall work to ensure a smooth transition to a Medicare Advantage Program that conforms to the collective bargaining agreement, including this Appendix. The State will, to the extent practicable, permit separate plan enrollment for members and dependents for Medicare primary annuitants.

Section 2. CONTRIBUTION AMOUNTS

A. Creditable State Service

- 1) For annuitants who began receiving an annuity on or after January 1, 1998, the State shall contribute an amount towards the cost of the annuitant's coverage under the basic program of group health benefits equal to 5% of that cost for each full year of creditable service upon which the annuitant's retirement annuity is based, up to a maximum of 100% for an annuitant with 20 or more years of combined creditable service.
- 2) The remainder of the cost of coverage under the basic program of group health benefits is the responsibility of the annuitant.

B. Dependent Contributions

- 1) Annuitant contributions for dependent coverage in the Quality Care Health Plan (QCHP) shall be as outlined in Appendix A. Member contributions for dependent coverage in the comparable Medicare Advantage plan shall be no more than \$2.46 per month for one Medicare primary dependent and no more than \$5.05 per month for two or more Medicare primary dependents.
- 2) Annuitant contributions for dependent coverage in a Health Maintenance Organization (HMO) or Open Access Plan (OAP) shall be outlined in Appendix A.

C. Plan Coinsurance. The coinsurance percentage applies regardless of Medicare status or whether the Plan is providing primary, secondary or

tertiary insurance coverage.

- D. There shall be no cost increases in any provisions of the plan design for the Medicare Advantage Plan for the term of the contract, unless changes are federally required. During the term of the agreement, the parties shall explore the procurement of Long Term Care insurance.

Section 3. CERTIFICATION OF PREMIUM

- A. No later than May 1st of each calendar year, the Director of Central Management Services shall certify in writing to the Executive Secretary of the State Employees Retirement System the amounts of the Medicare supplement healthcare premiums and the amount of the healthcare premiums for all other retirees who are not eligible for Medicare.
- B. A separate calculation of the premiums based on the actual cost of each healthcare plan shall be so certified.
- C. The Director of Central Management Services shall provide to the Executive Secretary of the State Employees Retirement System such information, statistics, and other data as he/she may require to review the premium amounts certified by the Director of Central Management Services.

Section 4. NON-MEDICARE OPT-OUT

Non-Medicare Retirees with twenty (20) years of creditable service who provide proof of other comprehensive medical coverage will be allowed to Opt Out of the health, dental and vision coverage provided by the State of Illinois Insurance Program and receive a financial incentive payment of \$500 per month. In addition, the Employer may establish a prorated incentive for retirees with fewer than twenty (20) years of creditable service.

To qualify for this Financial Incentive Program, a retiree must be non-Medicare-eligible and able to provide proof of enrollment in another health benefit plan, either comprehensive major medical or comprehensive managed care, from a source other than one funded through the Illinois Department of Central Management Services (DCMS). If a retiree chooses to opt-out and receive the financial incentive, the retiree cannot enroll as a dependent of a state employee or retired spouse under the State of Illinois Group Insurance Program.

Incentive payments will cease:

- A. The 1st day of the month in which the annuitant turns age 65 and becomes eligible for Medicare;
- B. The 1st day of the month an annuitant becomes enrolled in Medicare for any reason (age or disability);
- C. The 1st day of the month following an annuitant reactivating coverage in the state's health plan.

Retirees who elect to opt-out of the state health, dental and vision coverage and receive a financial incentive may re-enroll within 60 days of becoming Medicare primary, either due to age or disability. Retirees may also re-enroll during a Benefits Choice Period or within 60 days of experiencing a Qualifying Change in Status, such as divorce, marriage or loss of other coverage.

APPENDIX C – MEMORANDA OF UNDERSTANDING

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APPENDIX C – MEMORANDA OF UNDERSTANDING

AFFIRMATIVE ATTENDANCE POLICY

1. The Employer recognizes that personal problems may affect employee attendance and encourages utilization of the Personal Support Program.
2. Unauthorized absences shall be those absences for which time is not approved. The threshold between late arrival and unauthorized absence is one hour after the starting time. Although tardiness is not considered an unauthorized absence under this agreement, employees are expected to report to work on time each day as scheduled. Any negotiated tardiness policies shall remain in full force and effect during the life of the Master Agreement unless otherwise negotiated by the parties.

Where current practices exist, any unauthorized absence which is less than a ½ day will be treated under Article IX of the Master Contract as misuse of time inclusive of all other time related infractions (including late arrival, extended breaks and lunch hours, leaving work without authorization, etc.) as one progressive and corrective disciplinary track. However, such absences shall not be subject to #8 of this agreement.

3. Authorized dock time shall be granted when sick time has been exhausted if proper medical certification is provided within three (3) work days. It is the employee's responsibility to provide medical certification to their supervisor. Documents that do not contain the necessary elements will not be accepted and the employee will be so notified. The absences shall be considered unauthorized if acceptable certification is not subsequently provided within five (5) work days.

Proper medical certification must contain the following elements:

- a) Signature (handwritten or electronic), address, and phone number of the medical practitioner (or the authorized designee);
- b) The pertinent dates in question of the illness or injury;
- c) An Indication that the employee was unable to work on the date(s) in question for the reasons of personal or family illness. Provided the certification satisfies the intent of this paragraph, it is understood the word "unable" is not required to be on the medical certification.
- d) The original medical statement; if the employee needs a copy management will provide.

Notwithstanding the above, the Employer may accept an electronically generated statement with an electronic signature, telehealth documentation, or a facsimile with cover page, as long as the necessary information is provided as set forth in 3(a), (b), (c) and (d). Nothing prohibits the Employer from contacting the medical practitioner to request further documentation if the Employer suspects abuse.

Vacation, holiday, compensatory and personal business time shall be requested in advance, except in emergency situations and as set forth in Paragraph #5. If no personal business, vacation, holiday or compensatory time is available, authorized dock time shall be approved for emergency situations, subject to verification of the emergency situation.

4. Authorized dock time under these circumstances is limited to five (5) days within a twelve (12) month period, unless approval for more time is granted by the authorizing supervisor. Employees who have used all allowable authorized dock time shall be informed of their right to apply for an appropriate leave of absence. Employees who have been on proof status within the previous three (3) months shall have no right to authorized dock time.
5. All employees' requests for benefit time usage must be supported by a request for time off form submitted by the employee. In accordance with agency practice, requests for available benefit time other than unscheduled sick leave, emergency personal business and inclement weather situations, shall be made reasonably in advance, in writing, using the proper form. Consideration of such requests shall be in accordance with the Master Agreement.

Where current practices exist, same day call-in requests for vacation, compensatory, and holiday time shall be made only when it is not possible to request such time in advance and in writing using the appropriate form. When an employee is claiming that it is not possible to request the vacation, compensatory or holiday time reasonably in advance in writing, the Employer has the right to inquire as to why it was not possible, although such inquiry may only be made when reasonable grounds exist to suggest abuse. Same day call-in requests for vacation, compensatory or holiday time shall not be denied unless a bona fide operating need exists to do so. Under no circumstances will such request be denied solely because a request is called-in on the day requested. The form must be provided to the supervisor no later than two (2) of the employee's workdays after the employee's return from the absence.

Supervisors must ensure that the form is readily available to the employee. Failure of the employee to provide this form may result in the absence being considered unauthorized, and the employee may be docked and disciplinary referral may be initiated. If the employee subsequently submits the form within two (2) of the employee's workdays after notification of being docked, the determination of an unauthorized absence shall be corrected.

6. Supervisors must process all completed forms generated from call-ins within five (5) calendar days of submission, either approving or disapproving the request.
7. As long as the employee meets the applicable Leave of Absence requirements, the Employer will approve leave for the time frame documented, including request for short-term leaves.

It is the employee's responsibility to provide proper medical certification to their supervisor. Documents that do not contain the necessary elements will not be accepted and the employee will be so notified. The absences shall be considered unauthorized if acceptable certification is not subsequently provided within five (5) workdays. Proper medical certification must contain the following elements:

- a) Signature (handwritten or electronic) , address, and phone number of the medical practitioner (or authorized designee)
- b) The pertinent date(s) in question of the illness or injury.
- c) An indication that the employee was unable to work on the date(s) in question for reasons of personal or family illness.
- d) The original medical statement must be submitted; if the employee needs a copy management will provide.

Notwithstanding the above, the Employer may accept an electronically generated statement with an electronic signature, telehealth documentation, or a facsimile with cover page, as long as the necessary information is provided as set forth in 7(a), (b), (c) and (d).

8. Unauthorized absences shall be subject to the following corrective and progressive disciplinary action:

| | | |
|----|-------------------|--|
| a) | Occurrence | Unauthorized absence with call-in |
| | 1st | Counseling |
| | 2nd | Oral reprimand |
| | 3rd | Written reprimand |
| | 4th | 1 day suspension |
| | 5th | 3 day suspension |
| | 6th | 5 day suspension |
| | 7th | 10 day suspension |
| | 8th | 15 day suspension |
| | 9th | 20 day suspension |
| | 10th | Discharge |

b) Each day of unauthorized absence shall be considered a separate occurrence for the purposes of progressive discipline.

c) Each day of unauthorized absence without a call-in shall be considered as two occurrences, and appropriate progressive discipline shall be administered pursuant to Paragraph 8.A. above.

Under this Affirmative Attendance Agreement, except for the last occurrence before discharge, no employee will serve any suspension time. Employees will be given the usual notice of a suspension but will be expected to report to work and lose no wages. An employee will only serve five (5) days of actual suspension time for the last offense prior to discharge. The last occurrence prior to discharge will be served regardless of the number of offenses committed after the 8th occurrence except in cases of job abandonment and failure to return from a leave of absence.

d) The parties agree that this section does not alter the provision in Article IX of the Master Agreement regarding discharge for five (5) consecutive days of unauthorized absence with no call-in (XA).

9. Discipline will be considered timely and progressive based on a rolling 24-month period. If the last disciplinary action is more than 24 months old, the progression will start over.

10. Employees not covered by an Affirmative Attendance Agreement prior to the effective date of this agreement shall be considered to have committed no offense. Employees, who have discipline under a prior Affirmative Attendance Policy, shall be placed on the closest step of the

discipline track for the same offense that does not represent an increase in the level of discipline.

11. The Employer recognizes that personal problems may affect the attendance of employees. Upon request by the local Union president or designee, employees will be afforded a joint Union/Management consultation at the last suspension prior to discharge. The purpose of such consultations will be to provide guidance and counseling to the employee as to the need for their services, the consequences of continued unauthorized absences, the ability of services for problems, specifically including PSP, which may be identified and the ability to request a leave of absence.
12. This agreement supersedes any other agreement(s) on this issue.

Executed: September 5, 2008

Revised: July 24, 2023

ALTERNATE WORK SCHEDULES/TELECOMMUTING

Upon request of the Union, an agency shall meet to determine which position classifications may be eligible to participate in alternative work schedules (nine-day or four-day work schedules/job sharing) and/or telecommuting. If the agency determines its own needs may appropriately be met by allowing an employee(s) the opportunity to have an alternative work schedule or to telecommute, the Employer shall grant the request(s). Such determination shall not be arbitrary or capricious.

Where more employees request the opportunity to have an alternative work schedule or to telecommute than positions available, the employee who demonstrates the greatest personal need shall have preference. Should these employees display the same or similar personal need(s), it shall be granted to the most senior employee.

Executed: September 5, 2008

Revised: July 1, 2012

Renewed: July 24, 2023

AFSCME BENEFITS TRUST MEMORANDUM OF UNDERSTANDING

The Employer shall make payable to the AFSCME Benefits Trust an amount equal to \$35.00 per employee each fiscal year for purposes of administering an EAP program for employees the Union represents.

Such payments to the AFSCME Benefits Trust shall be made based upon the number of employees represented by AFSCME on the payroll as of May 30 of the prior fiscal year and shall be released pursuant to the terms of the vendor contract signed by AFSCME Benefits Trust and the Department of Central Management Services.

The AFSCME Benefits Trust shall certify that state funds are not being used to subsidize benefits for employees of any other employer.

Executed: July 1, 2012

Renewed: July 24, 2023

BARGAINING UNIT EXCLUSION PROCEDURE SIDE LETTER

The Process enumerated herein exists to allow the Employer and the Union to come to an agreement on changes in the excluded or included status of existing permanent positions, either filled or vacant, within titles covered by the bargaining unit. The parties intend to use this process to avoid litigation before the Illinois Labor Relations Board (ILRB) regarding changes in status of certain positions and regarding status of vacant positions the State is contemplating filling.

1. If the employer intends to exclude a vacant position from the Bargaining Unit, or the Union intends to include a previously excluded position in the Bargaining Unit, the moving party will notify the other party via fax or phone of its intent. The Employer/Union will provide information to the other party, such as the reason for the inclusion/exclusion, the affected Agency involved, the position number, the incumbent (if applicable), the job description, or any other documentation deemed relevant by the parties. The Employer/Union will respond, in writing, as to its position regarding the information within ten (10) working days.
2. The Employer and the Union agree that adherence to the Illinois Public Labor Relations Act should govern the policy of employee eligibility for inclusion and/or exclusion from the bargaining unit. The parties recognize that through the years, as legal standards and job responsibilities evolved, some inconsistencies regarding employee eligibility may have emerged in certain positions, including positions covered by the New Positions Within a Split Classification MOU. The Employer and Union agree to meet and review these positions in a good faith effort to resolve these issues, beginning no later than 90 days after the contract is ratified. In the event of disagreement about eligibility, the parties agree to select a mediator by mutual agreement to assist in the resolution of these disputes. By engaging in the process neither party relinquishes its right to

litigate questions of employee eligibility at the Labor Board.

3. If the parties reach an agreement regarding the inclusion or exclusion of a position, a joint unit clarification petition on that position will be filed with the ILRB. The parties shall operate as if the petition has been granted pending certification of the petition.
4. If the parties do not reach agreement and the issue is scheduled for hearing, the parties' representatives shall have further discussions to attempt to reach an agreement. If no agreement can be reached, the hearing will proceed as scheduled.
5. For "split titles" that existed as of September 22, 2004, the parties agreed to file joint petitions within 90 days of that date to amend the ILRB certifications so that all positions within said titles are included within the AFSCME bargaining units, with the exception of those positions specifically identified as excluded.
6. Except for those positions reviewed as part of paragraph 2 above, the Parties agree that those individual positions currently excluded from AFSCME bargaining units by existing labor board certifications shall continue to be excluded in the petitions referenced in paragraph four above. Both Parties reserve the right to seek labor board determination to resolve any remaining dispute over positions that are inappropriate for inclusion or exclusion.

Executed: September 22, 2004

Revised: June 22, 2019

Revised: July 24, 2023

BUMPING OF A TRAINEE EMPLOYEE

The parties agree that during the implementation of Article XX, Section 3 (c) through (h) (bumping), an employee in a trainee position classification within the classification series or an employee in a trainee position classification who has a targeted title to a position within a classification series of an employee subject to layoff shall be included in the bumping process.

Executed: September 5, 2008

Renewed: July 24, 2023

CALL-BACK PAY

It is understood by the parties that any employee called back to work outside his/her regularly scheduled shift shall be paid a minimum of 2 hours pay each and every time he or she is required to go out, that is to leave the employee's residence and return to the worksite or area of assignment.

Executed: July 1, 1986

Renewed: July 24, 2023

CLOSURE OF A FACILITY

It is understood by the parties that within sixty (60) days of the Employer's announcement of the closure or conversion of a facility (facility as defined in Definition of Terms d)2)), the parties agree to negotiate over such matters that may impact upon employees covered by this agreement on questions of wages, hours and other conditions of employment.

Executed: July 1, 1986

Renewed: July 24, 2023

COMMERCIAL DRIVER'S LICENSE

Employees may only be required to possess a commercial driver's license if it is required by the classification specification, or if it is a bona fide requirement in the job description.

Employees whose position requires possession of a commercial driver's license or who the Employer requires to operate a vehicle requiring a commercial driver's license pursuant to the Commercial Motor Vehicle Safety Act shall be provided reasonable time off without loss of pay to participate in training the employee might need to prepare for passage of the commercial driver's test and to take the test itself. The Employer shall allow the use of an available truck or bus for the driving portion of the initial or renewal of a CDL license at the nearest testing facility to the employee's work site, with supervisory approval. Such use shall be only for an initial or renewal test and not as a result of a failed test.

The Employer shall also make available its vehicles to employees who shall be granted reasonable amounts of time without loss of pay to practice for the driving portion of the commercial driver's test.

Employees shall be permitted to continue employment in their position even if they have not passed the commercial driver's test as long as the law allows them

to continue operating their assigned vehicle(s).

Employees who are not permitted by law to operate their assigned vehicle because of their failure to pass the commercial driver's exam shall be considered as subject to layoff for the purposes of exercising transfer or voluntary reduction rights pursuant to Article XX, Section 3j or 3k of the Master Agreement, but shall not be entitled to rights pursuant to Article XX, Section 3a through 3i.

Employees who are unable to exercise rights under Article XX, Section 3j or 3k of the Master Agreement shall be terminated and entitled to recall, only if they possess the necessary driver's license, or to a position in which previously certified, for a period not to exceed two years.

It shall be the employees' obligation to inform the Employer that they have received the license.

Executed: July 1, 1991

Revised: September 5, 2008

Renewed: July 24, 2023

CDL DRUG AND ALCOHOL TESTING

The parties agree in order to protect the safety of employees and the public, the workplace should be free from the risk posed by employees impaired by the abuse of alcohol and controlled substances. While the parties recognize that abuse of alcohol and controlled substances is a treatable illness, employees found to be impaired while on duty shall be subject to discipline.

Employees who, because of the requirements of their position, are required to possess a Commercial Driver's License (CDL), shall be subject to drug and alcohol testing according to the following:

Employees Bidding on Positions Requiring a CDL: An employee covered by the Master Contract who bids on position requiring a CDL shall be subject to the same drug testing procedures as employees currently in a position requiring a CDL. If such an employee tests positive, the employee shall be discharged.

Post-accident: Where the accident involved the loss of human life or the employee received a citation for a moving traffic violation arising from the accident.

Random: Annual testing of safety-sensitive employees for alcohol and controlled substances pursuant to the guidelines utilized by the Federal Department of Transportation.

Reasonable Suspicion: As provided in this Agreement.

Testing Procedures: All testing procedures shall meet no less than the minimum standards established under the U.S. Department of Transportation regulations.

Employee Notification: Employees subject to this Memorandum shall receive a copy of the Memorandum.

Reasonable Suspicion: Reasonable suspicion exists if specific objective facts and circumstances warrant rational inferences that a person may be under the influence of alcohol or a banned substance. Reasonable suspicion may be based upon among other matters:

- a. Observable phenomena such as direct observation of use or the physical symptoms of using or being under the influence of controlled substances such as, but not limited to: slurred speech, direct involvement in a serious accident, or disorientation.
- b. A pattern of abnormal conduct or erratic behavior.
- c. Information provided either by reliable and credible sources or which is independently corroborated.

Positive Test Results: All drug and alcohol test results will be reviewed and interpreted by a Medical Review Officer (MRO). If the laboratory reports a positive result to the MRO, the MRO will contact the employee and will interview the employee to determine if there is an alternative medical explanation for the drugs found in the employee's urine specimen. If the employee provides appropriate documentation and the MRO determines that it is legitimate medical use of the prohibited drug, the drug test result is reported as negative to the Employer. The employee will be required to sign a release of information in the event that a physician must be contacted for clarification or verification.

Nothing precludes an employee from seeking reimbursement costs for a test pursued by the employee which proves the employee was not positive as indicated in the original test.

Confidentiality of Records: Records concerning testing of employees will be maintained confidentially.

Refusal to Test: Refusal to submit to a test, attempts to tamper or adulterate the test, or positive results which cannot be justified will be considered a positive finding.

Discipline: If just cause is established as a result of the predisciplinary meeting, discipline for violations shall be discharge.

Employee Assistance Programs: The Employer and the Union fully support the employee assistance programs and encourage employees to seek the confidential services of AFSCME’s PSP program. These programs play an important role by providing employees an opportunity to eliminate illegal drug use. Referral can be made to appropriate treatment and rehabilitative facilities who follow-up with individuals during their rehabilitation period to track their progress and encourage successful completion of the program.

Executed: May 21, 1996
Renewed: July 24, 2023

DATA PROCESSING SERIES

The parties agree that the Master Agreement, Schedule A, Parts III (RC-14) #13 and IV (RC-28) #13 shall read as follows:

| | |
|---|---------|
| Data Processing Operator Trainee | (RC-14) |
| Data Processing Operator | (RC-14) |
| * Data Processing Assistant | (RC-14) |
| * Data Processing Technician Trainee | (RC-28) |
| Data Processing Technician | (RC-28) |
| Data Processing Specialist | (RC-28) |
| Data Processing Administrative Specialist | (RC-28) |

It is agreed that vacancies in the Data Processing Technician will be posted for 10 days in accordance with Article XIX, Filling of Vacancies procedures, prior to the hiring of Data Processing Technician Trainees, and that Data Processing Assistants will be considered as having first priority. However, if there are no eligible bidders, nothing in this Memorandum precludes the Employer from filling trainee positions with new hires.

(*Note: These classes are in the same pay grade. In the event that Data Processing Assistants or Data Processing Operators are selected as Trainees, it is understood that all such transactions shall be processed in accordance with current procedures and contractual provisions.)

Executed: October 9, 1991
Renewed: July 24, 2023

DAY CARE

It is understood by the parties that, subject to all applicable laws, rules and regulations, there shall be an opportunity for eligible employees to obtain at least a portion of their dependent day care costs on a favorable tax basis effective October 1, 1986.

Executed: July 1, 1986

Renewed: July 24, 2023

DAY CARE FEASIBILITY

Upon request, the Employer agrees to conduct daycare feasibility studies in those agencies at each worksite with 50 or more employees.

Executed: July 1, 1994

Renewed: July 24, 2023

DETAILING FOR THE DEPARTMENT OF CHILDREN AND FAMILY SERVICES

For the Department of Children and Family Services, Division of Child Protection, the parties agree that employees shall not be detailed for more than three (3) weeks in four (4) calendar months if the detail assignment is outside the employee's assigned subregion. The Department may request extensions of the three (3) week timeframe if operational needs so dictate and such requests will not be unreasonably denied by the Union. All other detail assignments shall be done in accordance with Article XIV, Section 5 of the master agreement. Nothing herein prohibits the parties from entering into detail assignments that deviate from above, which shall include discussion of avoiding mandation through incentives and additional pay for those subject to detail, by mutual agreement.

Executed: July 24, 2023

DEGREE REQUIREMENTS FOR DCFS ADVANCED SPECIALIST MEMORANDUM OF AGREEMENT

The parties agree to have CMS Classifications conduct a Class Study to determine the feasibility for additional Masters Degree(s) other than Social Work for the DCFS Advanced Specialist.

Executed: July 24, 2023

DISASTER SERVICE VOLUNTEER LEAVE

Pursuant to Public Act 87-638, an employee who is a certified disaster service volunteer of the American Red Cross may be granted leave from his/her work without loss of pay for not more than 20 working days in any 12 month period. Such leave shall be for the purpose of participating in specialized disaster relief services for the American Red Cross. The leave shall be at the request of the American Red Cross and subject to approval of the employee's agency director.

Executed: November 12, 1991

Revised: July 24, 2023

DISASTER VOLUNTEER LEAVE – TERRORIST ATTACK MEMORANDUM OF UNDERSTANDING

In order to provide needed volunteer assistance in response to the terrorist attack that occurred on September 11, 2001, any employee, exempt those in temporary, emergency or per diem status, may be granted leave with pay for up to 20 working days in any 12 month period if such leave is requested by the American Red Cross or the Illinois Emergency Management Agency and approved by the employee's agency.

Executed: September 24, 2001

Renewed: July 24, 2023

DOC/DJJ REASONABLE SUSPICION DRUG TESTS MEMORANDUM OF UNDERSTANDING

The parties agree that this Memorandum establishes the central parameters for Reasonable Suspicion Drug Testing within the Department of Corrections and the Department of Juvenile Justice. Nothing herein prohibits the parties from mutually agreeing to a more specific policy at the Agency level, provided it does not violate the parameters outlined below.

When a reasonable suspicion drug test is performed, detection of illegal substances may result in discipline up to and including discharge. Detection of legal substances may result in discipline only if , the safety and security of the facility has been jeopardized, the employee's work performance is impacted, the employee is displaying erratic behaviors at the worksite, the employee is in possession of the substance on facility grounds, and said discipline shall be progressive in nature.

The Agencies and the Union shall meet no later than October 31, 2023, to ensure

that agency supplemental agreements align with the parameters set forth above.

Executed: July 24, 2023

TREATMENT AS SEPARATE AGENCIES DOC/DJJ MOU

Replace the existing Department of Corrections/Department of Juvenile Justice Memorandum of agreement, signed in October 2007, with a new MOU stating as follows:

- a. For the purpose of seniority under Article XVIII of the collective bargaining agreement, the Department of Corrections and the Department of Juvenile Justice will be treated as if they were one agency.
- b. For the purpose of layoffs under Article XX of the collective bargaining agreement, the Department of Corrections and the Department of Juvenile Justice will be treated as if they were one agency.
- c. For the purpose of transfer, through June 30, 2027, the Department of Corrections shall continue to accept transfer requests from Department of Juvenile Justice facilities as if they were one agency.
- d. For all purposes, except those set forth in paragraphs a., b., and c. above, the Department of Corrections and the Department of Juvenile Justice will be treated as separate agencies under the collective bargaining agreement.
- e. In the event the Department of Juvenile Justice desires to modify or abolish an RC-06 or CU-500 Corrections title for employees within the Department of Juvenile Justice, it will follow the procedures set forth in Article 1, Section 2 and Article 26, Section 6 of the collective bargaining agreement.
- f. This Memorandum of Understanding, except for its specific terms, will not abridge or modify any other rights under the collective bargaining agreement for employees of the Department of Corrections or the Department of Juvenile Justice as separate agencies.

Executed: June 22, 2019

Renewed: July 24, 2023

EXCEPTIONS TO THE 7 1/2 HOUR DAY

With regard to Section 3 of the Hours of Work Article, all employees currently working an eight hour day will be placed on a 7 1/2 hour day, except the following positions which remain on the eight hour day:

Switchboard Operators I and II at Department of Human Services facilities

Chicago-Read, Shapiro, Ludeman, Kiley, Jacksonville, Alton, Murray, Choate, and Department of Human Services' Jacksonville Visually Impaired and Deaf Schools and Veterans' Affairs.

Executed: July 22, 1977

Renewed: July 24, 2023

FLEXIBLE HOURS ARTICLE XII, SECTION 12

In interpreting the Flexible Hours provision the parties recognize as precedent Arbitrator Witney's ruling in 14-151-84 that "The employee's right to flextime must be balanced against the work requirements of the Employer. Full consideration of the establishment, adjustment or discontinuation of flextime must be given to both elements of the equation. Such determinations must be made on a case-by-case basis in the light of the evidence which bears upon the issue.

Should the evidence demonstrate that flextime interferes with the work requirements of the Employer, an employee is not entitled to flexible hours despite whatever compelling reasons an employee offers to obtain the benefit. On the other hand, where the designation of a flextime position does not conflict with the work requirements or operating needs of the Employer, the employee is entitled to a flexible hours schedule." (Pursuant to P.A. 79-558)

Executed: July 1, 1986

Renewed: July 24, 2023

GOVERNOR'S VOLUNTEER INITIATIVE

Programs under the Governor's Volunteer Initiative will be viewed as supplemental to, not a replacement for, bargaining unit work. Specifically, programs will not be directed to displacing currently employed staff, reducing hours, reducing the level of funding for personal services that would otherwise be made available for non-volunteer work or reduction in the customary level of services provided by employees.

Such programs may be maintained in which volunteers are doing bargaining unit work except when:

- a. a bargaining unit position normally performing such tasks is vacant within the appropriate organizational unit and there are sufficient unreserved funds in personal services available, or the Agency has legally determined that other funds are available that can be utilized to pay employee(s) in a

vacant position.

- b. a bargaining unit employee qualified to perform such tasks is on layoff within the organizational unit and there are sufficient unreserved personal services funds available or the Agency has legally determined that other funds are available that can be utilized within such unit to pay employee(s).

If funds are not available and volunteers are utilized, in the following fiscal year the Agency shall make every effort to secure funds to fill the vacant position(s) and/or recall the laid off employees if it wishes to continue the utilization of said volunteers. The Agency will keep the Union informed of the efforts being made to secure funds to fill the vacant position(s) and/or recall the laid off employees.

Notice of each volunteer program under the Initiative will be made to AFSCME Council 31, identifying the work locations and summarizing the type of tasks to be performed.

Executed: April 29, 1993

Renewed: July 24, 2023

GRACE PERIODS, LATE ARRIVALS, EARLY DEPARTURE

1. All past practices in the Department of Health Care and Family Services concerning all grace periods regarding tardiness and all past practices regarding the three times tardy per month and excused early departure leave shall cease effective December 31, 1984.
2. The Employer will establish policies and/or criteria relating to above matters that will be consistent with similar programs of other State agencies.
3. The new policies will be applied in a uniform, objective, non-arbitrary and non-capricious way.
4. The Employer agrees that violations of the new policies will solicit supervisory responses which give due consideration to mitigating circumstances, if they exist and other related factors.
5. Employees whose attendance stayed within the parameters of the previous

guidelines will start with a clean slate with regard to the above-referenced matters.

Executed: December 12, 1984

Revised: July 1, 2012

Renewed: July 24, 2023

GRIEVANCES RESOLVED WITHOUT PREJUDICE OR PRECEDENCE MEMORANDUM OF UNDERSTANDING

In the administration of Article IX, § 1 (A) and Article V of the Master Agreement, the parties may resolve disciplinary grievances by executing an agreement that is without prejudice or precedence in the disposition of other cases and may not be utilized in any subsequent proceedings except for the enforcement of its terms.

An agreement without prejudice or precedence does not, however, bar the Employer from using its disposition when formulating future discipline concerning the same employee addressed in the agreement.

For Arbitration hearings only, evidence of the discipline arising from the agreement shall be limited to: (1) the settlement agreement; (2) the grievance (if any); and (3) the charge, provided however, that pursuant to Article IX, § 6 (a) of the Master Agreement, the charge must be a clear and concise written statement of the reasons for the discipline.

The decision as to whether a grievance should be resolved with or without precedent and prejudice should be made on a case-by-case basis.

Renewed: June 22, 2019

Renewed: July 24, 2023

GROUND RULES FOR MULTI-AGENCIES AFSCME STEP 3 GRIEVANCE COMMITTEE

1. To orderly facilitate the disposition of grievances on each monthly Step 3 agenda, the parties agree to conduct the Step 3 committee meetings in a manner that is supportive of the Statement of Principle in Article V of the Master Collective Bargaining Agreement.
2. The monthly meetings shall be scheduled pursuant to Article V, Section 2, Step 3. Each session shall begin at 9:00 a.m. and end at 5:00 p.m. at a mutually agreed location.
3. The parties agree there shall be one spokesperson for the Employer and

one spokesperson for the Union. However, either party may call upon a member of their respective teams on an as needed basis.

4. The Agency shall send to Central Management Services all third level grievances received from the Union each month. Central Management Services will prepare the master agenda which shall then be sent to the Union ten (10) working days prior to the scheduled meeting. The Union shall return such draft with additions and modifications five (5) working days prior to the meeting. A grievance will not appear on the third level agenda unless a signed and dated grievance has been presented to the Agency Head or designee. The Employer reserves the right to raise the issue of timeliness pursuant to Article V.
5. Grievance resolutions shall be signed by the parties at the meeting using an agreed upon form, unless the parties mutually agree otherwise.
6. Travel and attendance at the meeting shall be pursuant to Article V, Section 2, Step 3. The Employer reserves the right to require sign-in sheets to verify attendance.

Executed: July 1, 2000

Renewed: July 24, 2023

HEALTH AND SAFETY SIDE LETTER

The parties agree to establish a joint labor-management health and safety task force at each Agency with more than 500 employees. The task force shall make recommendations and decisions within its authority to address issues of health and safety facing the Agency. The size and composition of the task force shall be by mutual agreement of the parties. The task force shall be comprised of agency representatives, including the agency Safety Officer and an equal number of union representatives. The task force shall convene not later than six (6) months following the effective date of this Agreement and on a bi-monthly basis following the initial meeting, unless mutually agreed otherwise. Issues which may be reviewed by the task force are the following:

- a. Identify state agencies, programs or specific worksites that have a high number of serious job-related injuries
- b. Analyze the principle causes of job-related employee injuries or illnesses
- c. Review current "best practices" to determine how other employers have been able to reduce job-related injuries and illness in similar settings
- d. Develop recommendations for changes to work environments or enhanced employee education and training

Such recommendations shall be issued within a reasonable amount of time following meetings of the task force.

Executed: June 22, 2019

Revised: July 24, 2023

ILLINOIS SELF-INSURED MOTOR VEHICLE LIABILITY PLAN

It is understood by the parties that, pursuant to the Illinois Self-Insured Motor Vehicle Liability Plan, employees (insureds) are covered for motor vehicle liability insurance when acting for and on behalf of the Employer while within the course of employee's employment. It is understood that private automobile insurance carried by a State employee is considered primary, and must be exhausted before the State's liability plan is engaged. If other insurance is in force, coverage under the State's plan shall be excess over the other insurance. It is understood that the Illinois Self-Insured Motor Vehicle Liability Plan makes no provision for physical damage to vehicles owned by employees (insureds).

Executed: July 1, 2000

Renewed: July 24, 2023

INTERMITTENT CONVERSION DEPARTMENT OF EMPLOYMENT SECURITY ONLY ARTICLE 20, SECTION 5

Employees shall be permitted to convert to an Intermittent title in lieu of layoff, provided the employee has been previously certified in the classification series of the Intermittent title.

Those employees who choose to convert to intermittent status to avoid layoff shall retain recall rights to their former position classification.

(RC-62 Only)

An intermittent employee with a minimum of 13,650 hours of continuous service who is non-scheduled for two (2) consecutive pay periods shall be permanently assigned, upon request, to any other cost center in his/her region where work is available and a less senior intermittent is scheduled. Such transaction will not require posting. This option may only be exercised once in a federal fiscal year (October 1 through September 30). Such employee shall, however, be entitled to return to the cost center assignment held immediately prior to exercising this option at any time during the federal fiscal year.

Renewed: July 1, 1997
Renewed: June 22, 2019
Renewed: July 24, 2023

INTERNET ACCESS TO THE CMS JOB POSTING SYSTEM

The Employer will provide the Union with a link to the CMS Job Posting System on the Union's website (www.afscme31.org).

Executed: July 1, 2004
Renewed: July 24, 2023

LAYOFF PLAN

No layoff plan shall be established which results in the positioning of a non-bargaining unit employee for a vacant position which otherwise would subsequently have been available to a bargaining unit employee on layoff, or targeted for layoff pursuant to Article 20, Sections 3 and 4.

Executed: July 1, 1994
Renewed: July 24, 2023

LAYOFF TEMPORARY, PROVISIONAL, EMERGENCY EMPLOYEE- ARTICLE XX, SECTION 2 (e)

The parties agree that the intent of Article XX, Section 2 (e), Layoff - General Procedures, is that temporary, provisional, and emergency employees, inside or outside the organizational unit but in the work location, in the same position classification as an employee subject to layoff or in a position classification performing substantially similar duties as set forth in the laid off employee's position description, shall be terminated non-certified only if a certified or probationary employee subject to layoff elects to and is qualified to perform the duties of a temporary, provisional or emergency employee. The certified or probationary employee shall perform the duties for the remainder of the temporary, provisional or emergency appointment. Upon completion of that time frame, such employee may be considered laid off and shall have recall rights as set forth in Article XX, Section 4, Recall.

This procedure, if applicable, shall take place upon completion of the process set forth in Article XX, Section 3, Bumping and Transfer in Lieu of Layoff and shall not be applicable to employee(s) who have exercised his/her rights under Article XX, Section 3, Bumping and Transfer in Lieu of Layoff (i.e. employees who

bump or select a vacancy).

In the event there are additional temporary, emergency or provisional appointments remaining within the agency beyond that provided herein, the parties shall meet to discuss additional opportunities for placement in the remaining appointment(s) performing same or similar duties for the employee(s) subject to layoff which shall be implemented upon mutual agreement.

Executed: July 1, 2004

Revised: September 5, 2008

Revised: July 1, 2012

Revised: July 24, 2023

LIGHT DUTY

Agencies (The Departments of Corrections, Juvenile Justice, Human Services, Natural Resources, Veterans Affairs and the Illinois State Police) who have light duty policies in effect July 1, 2008 shall have such policies and practices continue, and such policies and practices shall not be affected by the policies set forth herein. Agencies without existing light duty policies, or policies which do not extend to all its employees, or to non-service connected illness or injury shall be governed by the policy set forth below.

An employee who has suffered a service connected injury or illness, or who is unable to perform his/her regular duties for a period of more than sixty (60) calendar days, shall be assigned to light duty provided the Employer determines that a suitable light duty assignment is available. Such determination shall not be arbitrary or capricious. However, by mutual agreement an agency and the Union may agree to a shorter time frame for eligibility subject to the approval of the Department of Central Management Services. Light duty assignments shall be subject to the following provisions:

1. Employees shall be assigned to light duty provided that the treating physician indicates in writing that the employee is capable of returning to work and performing light duty and will likely be able to return to full duties within 120 days of the employee's evaluation.
2. Employees on light duty on the effective date of this agreement may continue performing light duties consistent with this policy if their doctor indicates in writing that they will likely be able to return to full duties within 120 days.
3. If at the end of a 120 day period; an employee, in the opinion of the treating physician, is not capable of performing full duties, he/she shall

continue on light duty with the approval of the treating physician for a period of thirty (30) days.

4. Up to two (2) additional thirty (30) day extensions shall be granted if necessary, but in no instance shall an employee be permitted to remain on light duty more than two hundred ten (210) days, except for that period of time which preceded the date of this agreement.
5. A task force composed of up to three (3) union and three (3) management representatives is hereby established in each agency to develop a list of tasks that employees on light duty may be required to perform except that in agencies with 24 hour facilities, such task force shall be on a facility basis at the request of either party. At the request of either party, a statewide task force comprised of up to three (3) union and three (3) management representatives shall also be established.
6. Prior to assignment on light duty, the union, management, and the employee shall meet to discuss the employee's assignment. Such assignments shall be made within the limitations set by the treating physician.
7. If management desires to change an employee's light duty tasks, it shall again meet with the employee and the union representative to repeat the process herein as set forth in #6.
8. In the case of a dispute between management and the union, the Union and the affected employee retain the right to grieve the assignment.
9. Any change in work schedule (shift or days off) will only be done by agreement with the Union and the Employer.
10. The employee shall receive his/her base rate of pay and benefits consistent with his/her classification.
11. Current practices regarding an employee on light duty being counted or not counted as part of a staffing minimum shall continue.
12. Employees on light duty shall not be in an overtime rotation unit, shall not be mandated to work overtime, and shall not be permitted to volunteer for overtime assignments, unless mutually agreed otherwise at the agency level.
13. The Union may initiate an expedited grievance at the Agency level over any violation of this policy.

14. In no case shall an employee be placed in an area that will pose health or safety risks to the employee or other staff.
15. If an employee is assigned a task beyond the limitations set by the treating physician, the employee shall have the right to refuse such task.
16. Light duty assignments shall be temporary in a nature and shall not be considered permanent vacancies as set forth in Article XIX.
17. In the event that there are less light duty assignments available than employees who are eligible, first priority shall be given to employees with service connected illness or injury. However, no employee shall be removed from light duty in order to give priority to an employee with a service connected illness or injury.
18. Employees do not waive any rights to Worker's Compensation benefits by participating in the program.

Executed: September 5, 2008

Renewed: July 24, 2023

MEMORANDUM OF UNDERSTANDING - MANDATORY OVERTIME WITHIN ISP COMMUNICATION CENTERS

The Illinois State Police shall meet bi-monthly (every 2 months) with the Union to address issues related to overtime mandation within the Communication Centers. The committee shall consist of a union representative from each Communication Center, the local union president and the AFSCME Liaison and Management representatives. The Department shall provide to the Union the most recent available information for each Communication Center on the 15th of each month:

- Number of current Telecommunicators
- Number of current vacancies
- Hiring efforts
- Number of total overtime hours worked by each individual working overtime.
- Number of mandatory overtime hours worked by each individual working overtime.

Meetings will be held in person unless mutually agreed otherwise. A virtual option shall be provided for those that may not be able to attend in person.

The parties agree to review all current supplementals/memorandums of understanding related to Communication Center overtime including trading of shifts to ensure consistency with this MOU and determine if changes are appropriate.

The Department agrees to not mandate overtime to a telecommunicator specialist causing them to miss a day of rest within a seven-day period when another telecommunicator specialist is eligible for the overtime regardless of seniority or equalization.

The parties agree that additional provisions/incentives may be discussed in the standing committee as headcount with the communication centers fluctuate. Nothing in this agreement would preclude the committee from entering into supplemental agreements related to mandatory overtime.

The Department will endeavor to use other temporary resources, such as detailing and moving radio traffic, etc., to reduce the need to mandate overtime where feasible.

No telecommunicator shall be assigned or given an overtime assignment on a holiday that falls on their regularly scheduled day off, unless operationally necessary. All eligible employees would have to refuse the overtime, but the assignment would only be made to those already working. An employee can work the overtime on their regular day off, if they choose, but would not be assigned unless operationally necessary.

The Department agrees to offer a 6-month pilot program to allow each telecommunicator the ability to skip/refuse two mandated shifts during the pilot period without penalty under the following criteria:

- There must be an eligible employee to work the assigned shift.
- If no employees are eligible the overtime may be offered to Telecommunicator Supervisors prior to mandation of a Telecommunicator Specialist
- Refusals are not permitted on state actual and/or observed holidays.
- Refusals shall be submitted in writing through email or other department form.
- Only one refusal per day is operationally acceptable. Refusals will be processed in a first notification/first award basis.
- Refusals are only permitted for overtime scheduled in advance. Refusals will be considered when submitted to the Supervisor within 48-hours of the mandation notification.

- An accepted refusal is only applied to the actual OT shift being refused.
- If a refusal is approved, the employee's assignment hours will not be adjusted based on the refusal.
- If a refusal is approved, the employee will be charged with the refusal hours.
- The employee assigned to cover the refused hours will be credited with the assignment hours worked toward equalization.

The pilot program shall be reviewed prior to expiration and may only be extended with written agreement by both parties.

Executed: July 24, 2023

MANDATORY OVERTIME DOC, DJJ, DHS AND DVA FACILITIES MEMORANDUM OF UNDERSTANDING

The parties agree that mandatory overtime should be the exception and not the norm of State operations and that employees shall not be disciplined for refusing a mandation to work overtime hours unless such mandation occurs in unforeseen or unusual circumstances beyond the control of the Employer, including unexpected absences discovered within three and one-half (3.5) hours prior to the beginning of the shift, except that until September 30, 2024, such circumstances shall include unexpected absences discovered seven and one-half (7.5) hours prior to the beginning of the shift. This procedure shall be subject to review by the parties and can be extended by mutual agreement. The elimination of mandatory overtime as a norm in state facility operations shall not compromise security in youth centers and prisons, or resident/veteran to staff ratios in DHS or DVA facilities.

Accordingly, no mandatory posts in DOC or DJJ shall be eliminated (including conversions from mandatory to "mandatory as needed") nor shall any staff ratios (other than a reduction based upon resident/veteran's acuity needs) in DHS or DVA facilities be reduced prior to notification and, upon request by the Union, a meeting between the parties concerning the reasons for the proposed changes.

Pursuant to paragraph one above, this MOU shall not otherwise alter overtime procedures, nor shall there be a diminution of the number of employees permitted to take days off on any shift at any facility.

In the event there is a material expansion of beds operated by a Department, the parties shall meet to discuss its impact on this Agreement and determine whether additional staff is needed.

The Employer shall provide to the Union the following most recent available information for each facility in DOC, DHS, DJJ, and DVA, on the 15th of each month:

1. number of inmates/juveniles
2. number of residents
3. number of frontline staff
4. number of overtime hours worked, including number of overtime hours worked by each individual working overtime
5. number of mandatory overtime hours worked

Revised: July 1, 2012

Revised: June 22, 2019

Revised: July 24, 2023

**DEPARTMENT OF NATURAL RESOURCES ILLEGAL
DRUG PRODUCTION AREAS
SIDE LETTER**

The Illinois Department of Natural Resources shall provide notification to the Union of the discovery of any illegal drug production areas located on land under the Department's jurisdiction where bargaining unit employees perform bargaining unit work. The notice shall also include the discovery of any anti-personnel devices, hazardous chemical contamination or other hazardous conditions on land under the Department's jurisdiction.

Executed: June 22, 2019

Renewed: July 24, 2023

NEW, MERGED, OR CHANGED CLASSIFICATION- SALARY GRADE

If after good faith impact bargaining, the parties are unable to reach agreement on the proper pay grade for a new, merged, or changed classification, the reasonableness of the proposed salary grade shall be arbitrated pursuant to Article XXVI, Section 8.

Executed: June 22, 2019

Renewed: July 24, 2023

NEW POSITIONS WITHIN A SPLIT CLASSIFICATION

On those instances where a new position is created and it is within a classification title that is part of a split classification, i.e. some employees are determined to be included and others excluded, the following procedure will be implemented:

- The Employer shall promptly notify the Union when it intends to create a new position within a split classification.
- The parties will meet as soon as possible after the position has been established to determine if the position should be included or excluded from the bargaining unit and to jointly stipulate that agreement to the State Labor Relations Board.
- If included, the new position shall be posted pursuant to Article XIX of the Master Agreement.
- If the Employer and the Union are not able to agree on the inclusion of a new position within a split classification, the Union may file a representation petition pursuant to the Illinois Public Labor Relations Act.
- In the event the parties were unable to agree on the inclusion of a new position within a split classification and if the State Labor Relations Board subsequently determines that the position should be included in the bargaining unit, such position shall be subject to the provisions of the Contract at the time it is determined, by the State Labor Relations Board to be included in the bargaining unit.

The following represents the complete list of classifications that are part of split classification:

Data Processing Supervisor II
Engineering Technician IV
PSA Option 1
PSA Option 2
PSA Option 6
PSA Option 8H
PSA Option 8L
PSA Option 8N
PSA Option 8S
Technical Advisor I
Technical Advisor II

Revised: June 22, 2019

Renewed: July 24, 2023

NON-CODE EMPLOYEES

Positions exempt or partially exempt from the Personnel Code due to the scientific, technical or engineering nature of the duties or as set forth in the Illinois Horse Racing Act of 1975 (230 ILCS 5 et. seq.), as determined by statute, that are included in a classification covered by the Master Collective Bargaining Agreement shall be subject to the provisions of the Master Agreement.

It is understood that for the purpose of Filling of Vacancies and Layoff non-code employees shall have no contractual rights to code positions and code employees shall have no contractual rights to non-code positions. Therefore, the Filling of Vacancies and Layoff language shall be applied to non-code employees separate and apart from code employees within the affected agency.

However for Layoff purposes only, a non-code employee shall be allowed to bump into a previously certified code position or a code position in a lower title in a previous certified series. A non-code employee shall be offered a vacant code position for which he/she is qualified and eligible to avoid layoff in his/her employing agency pursuant to Article XX, Section 3 (j) or any other agency pursuant to Article XX, Section 3 (k). Such employee must meet the minimum qualifications for the vacancy as determined by the Department of Central Management Services. For the period a non-code employee is in laid off status and on a recall list, a non-code employee shall request to the Department of Central Management Services that he/she have rights to bid on code positions pursuant to the Intra-Agency Transfer on Recall as set forth in Article XIX provided the employee receives an "A or B" open competitive grade for the classification for which the vacancy exists as determined by the Department of Central Management Services. Such requests shall not be unreasonably denied. The non-code employee shall serve the appropriate probationary period or established trainee program period pursuant to the appropriate trainee agreement.

It is understood that all references made in the Master Agreement regarding the Personnel Rules and the Pay Plan are inapplicable to exempt scientific, technical and engineering employees, and the Agreement shall be read as if the references were to the employing agency's rules and or regulations.

Each agency may negotiate a separate Supplemental Agreement to address other issues specific to non-code employees covered by the Master Agreement.

Executed: July 1, 2004

Revised: July 1, 2012

Renewed: July 24, 2023

**OUT OF STATE REVENUE AUDITORS AND
REVENUE AUDITOR SUPERVISORS
MEMORANDUM OF UNDERSTANDING**

This agreement supersedes any prior MOU on Out of State - Revenue Auditor Trainee RC-062-15, Revenue Auditor I RC-062-21, Revenue Auditor II RC-062-24, Revenue Auditor III RC-062-26, Revenue Computer Audit Specialist RC-062-27, and Revenue Audit Supervisor RC-062-29 (collectively hereinafter “Out Of State Auditors”) rate of pay.

1. Effective July 1, 2010 Out Of State Auditors shall be allotted the higher rate of pay if:
 - a. They live in California; or
 - b. Fifty percent (50%) or more of their work is within a two-hundred (200) mile radius of the Paramus N.J. Illinois Department of Revenue office; or
 - c. Fifty percent (50%) or more of their work is within the District of Columbia.

Management reserves its right to assign work and determine the percentage of work of Out Of State Auditors for purposes of applying this agreement. Work assigned by union supervisors which may have the effect of bringing any Out Of State Auditors under this memorandum of understanding must be with management’s clear and unequivocal agreement to include such employee in the higher rate of pay. Absent such a clear and unequivocal approval from management such assignments shall not be considered in determining eligibility for the higher rate of pay. Any disputes about the application of this MOU applying to a specific employee may be reviewed with management on a case by case basis.

These provisions shall not apply to employees hired after April 1, 2013.

Revised: July 1, 2012

Renewed: July 24, 2023

OUT OF STATE REVENUE AUDITORS AND REVENUE AUDITOR SUPERVISORS

Effective July 1, 2009, the higher rate allotted to those employees living in California or New Jersey shall be allotted to those employees living or working in California or New Jersey.

These provisions shall not apply to employees hired after April 1, 2013.

Executed: September 5, 2008

Revised: July 1, 2012

Renewed: July 24, 2023

OUTSIDE LABOR DISPUTES

If there is a threatened or actual labor dispute at a non-State facility, upon request of the Union, the Union and the Employer shall meet within twenty-four (24) hours of the request for the purpose of attempting to resolve issues relating to the labor dispute. Communication to State employees that may be affected by said labor dispute shall be coordinated by the Department of Central Management Services and shall be discussed with the Union prior to communicating with the employees.

Executed: September 5, 2008

Renewed: July 24, 2023

PAROLE AGENT SAFETY AND EQUIPMENT MEMORANDUM OF UNDERSTANDING

The parties agree that in order to protect the safety of employees and the public, Parole Agents shall be properly equipped and trained to provide the vital public safety function they perform. In order to achieve this goal, the parties agree as follows:

1. The Department of Corrections shall develop a parole vehicle replacement program focused upon replacing all vehicles in excess of 250,000 miles or that have been subject to repairs three (3) or more times in a 12 month period beyond general maintenance. New vehicles shall replace vehicles in order of highest current mileage. First priority for vehicle assignment shall be to agents who do not currently have vehicles.
2. Per current policy, Parole Agents shall be issued custom fitted body

armor vests. Body armor vests shall be replaced in accordance with suggested manufacturer guidelines regarding vest lifecycle or when normal wear and/or damage would require such.

Executed: June 22, 2019

Revised: July 24, 2023

PART-TIME EMPLOYEES

A. Except as set forth below there shall be separate lines of bumping for full-time and part-time employees. Full-time employees may bump part-time employees, seniority permitting, pursuant to Article XX of the Master Contract. Part-time may not bump full-time employees to avoid layoff. Full-time employees may not bump part-time employees and part-time employees may not bump full-time employees to change shifts, or for any other purpose that bumping is permitted under the master or supplemental agreements.

It is understood that the practice of grouping employees by classification for purposes of layoff (irrespective of part-time or full-time status) shall continue.

A full-time employee recalled to a part-time position may, at the employee's option, accept or refuse such assignment and remain on the recall list for a full-time position.

A part-time employee recalled to a full-time position may, at the employee option, accept or refuse such assignment and remain on the recall list for a part-time position.

For the purpose of filling of vacancies, the parties agree that in cases when the posted vacancy is for a full-time position, the priorities listed in Article XIX Section 2 shall be applied first to any full-time bidder and then to any part-time bidder.

A part-time employee who is selected for a full-time position shall have his/her seniority pro-rated at the time he/she becomes a full-time employee based on the percentage of hours the employee was scheduled to work at the time of selection. However, a part-time employee who is selected for a full-time position and returns to a part-time position, shall have his/her seniority date revert to the date held prior to becoming a full-time employee.

A part-time employee who is laid off shall have his/her seniority prorated at the time of layoff based on the percentage of hours the employee was scheduled to work at the time of the layoff.

- B. Notwithstanding any other provision of the Master Agreement, part-time employees shall be paid at the rate of one and one-half times the employee's straight time hourly rate for all time worked in excess of the normal work day or work week for like full-time employees.

Such payment shall be cash or compensatory time in accordance with the provisions of the Master Agreement.

Executed: July 1, 1994

Renewed: July 24, 2023

**PART-TIME SITE TECHNICIANS I AND II, NATURAL RESOURCES
TECHNICIAN I AND II AND CLERICAL EMPLOYEES
AT THE DEPARTMENT OF NATURAL RESOURCES
SIDE LETTER**

Site Technician I and II positions where the employees work more than 50% shall be converted to full-time positions.

Effective July 1, 2009, Natural Resources Technician I and II positions where the employees work more than 50% shall be converted to full-time positions.

All clerical staff (RC-14) employed by the Department of Natural Resources where the employees work more than 50% shall be converted to full-time positions, unless the employee chooses otherwise.

Executed: July 1, 2004

Revised July 1, 2012

Renewed: July 24, 2023

**PAST PRACTICE, INCREASE OR DECREASE IN
FRINGE BENEFITS ALL UNITS
REGARDING ARTICLE XXXIV, SECTION 3**

The parties hereby agree that no change in past practice with regard to an increase or decrease in fringe benefits enjoyed by employees shall take place without the mutual agreement of the Department of Central Management Services and the Union, except as provided for in Article XXXIV, Section 3.

Executed: December 12, 1984

Renewed: July 24, 2023

PENSION CREDITS

By paying the required contributions, plus an amount determined by the Board to be equal to the Employer's normal cost of the benefit plus interest, an employee who was laid off but returned to State employment under circumstances in which the employee is considered to have been in continuous service for purposes of determining seniority may establish creditable service for the period of the layoff, provided that (1) the applicant does not receive credit for that period under any other provision of the Pension Code, (2) at the time of the layoff, the applicant had attained certified status under the rules of the Department of Central Management Services, and (3) the total amount of creditable service established by the applicant under this paragraph does not exceed three (3) years. For service established as provided herein, the required employee contribution shall be based on the rate of compensation earned by the employee on the date of returning to employment after the layoff and the contribution rate then in effect, and the required interest shall be calculated from the date of returning to employment after the layoff to the date of payment.

Executed: July 1, 2004

Revised: June 22, 2019

Renewed: July 24, 2023

PERSONAL PROPERTY LOSS

The Employer shall promptly pay a properly verified claim of personal property loss under Article XXV, Section 5, and in the event no line item exists to satisfy such claim, the Employer shall budget and legislatively seek an appropriation. Further, to the extent practicable, the Employer shall expedite processing and approval of all valid, current pending or future claims before the Illinois Court of Claims.

Executed: December 12, 1984

Renewed: July 24, 2023

PERSONAL SERVICE CONTRACTS

1. The Employer shall not employ or cause to be employed through a firm or agency as a subterfuge to this agreement, individuals through the use of personal service contracts when the services performed under such contracts are within the scope of bargaining unit work. The Employer maintains the right to subcontract (which shall include subcontracts with employment services vendors) pursuant to Article XXIX of the Master Collective Bargaining Agreement.
2. Notwithstanding the above, the Employer may contract for personal services for a position with an individual or an agency (1) for a non-renewable period not to exceed 60 days to meet the emergency situations consistent with the conditions of section 8b.8 of the Personnel Code, or (2) for a period not to exceed 6 months out of any 12 month period which is determined to be temporary or seasonal consistent with the conditions of section 8b.9 of the Personnel Code, or (3) for a period not to exceed 6 months out of any 12 month period where there is no appropriate eligible list available consistent with the conditions of section 8b.10 of the Personnel Code.
3. The Union shall be provided with notice within ten (10) business days of entering into of all such contracts and on a monthly basis. Such notice shall include, at a minimum, the following information: the name of the individual; position classification he/she shall be occupying; the rate of pay; the dates of the contract; the employing department; a description of the work to be performed; and the location of the work.
4. Any contract entered into by the Employer on or after June 30, 1993 inconsistent with this Agreement shall be terminated within 45 days.

5. Notwithstanding paragraph 2 above, if the Employer desires to extend the time period for any contract, it shall notify the Union in writing, at least 14 calendar days before its termination of its desire and the reasons therefore. In addition to the original term, with the Union's concurrence, such contracts may be renewed for a period not to exceed 90 days to meet emergency situations consistent with section 8b.8 of the Personnel Code, for a period not to exceed 6 months out of any 12 month period which is determined to be temporary or seasonal consistent with section 8b.9 of the Personnel Code and for a period not to exceed 6 months out of any 12 month period when there is no appropriate eligible list available consistent with section 8b.10 of the Personnel Code.
6. The Employer may not utilize consecutive contracts for the same position except as provided above.
7. Nothing in this Memorandum prohibits the Employer from entering into personal service contracts for specialized professional or technical services which otherwise could not reasonably be provided by employees.
8. Nothing in this Memorandum of Agreement prohibits the Employer from entering into personal services contracts for time limited projects for up to 12 months, renewable for an additional 12 months, to meet certain agency mandates for which specific funds are dedicated.
9. The Union shall receive notice of any time limited projects set forth paragraph 8 and their duration. Additionally, the Union shall be notified of any personal service contracts entered into as a result of paragraphs 7 and 8 above prior to their execution.

Executed: June 4, 1993

Revised: July 1, 2012

Renewed: July 24, 2023

PERSONAL SERVICE AND VENDOR CONTRACTS

In order to establish an understanding between the parties with respect to continued implementation of the Personal Service Contract Memorandum of Understanding (PSC MOU) and provide a framework for the resolution of current and future issues and disputes between the parties regarding the PSC MOU in light of the decision of Arbitrator Terry Bethel on certain aspects of the PSC MOU, the parties have entered into this Side Letter. In so doing, the Union recognizes the Employer's continued right to utilize Personal Service Contracts pursuant to and in accordance with the Personal Service Contracts Memorandum

of Understanding and the Employer's continued right to subcontract under Article XXIX of the Master Collective Bargaining Agreement.

Similarly, the Employer recognizes the Union's continued interest in preserving and protecting the scope and work of its bargaining units. In recognition of the parties' interests set forth above, the parties agree as follows:

1. The Employer shall, no later than December 31, 2004, prepare and present to the Union, a strategic plan and schedule for all agencies under the Governor's Office to address the use of personal service contracts (or vendor contracts that would be prohibited if performed by employees under personal service contracts) that are, arguably, pursuant to the Bethel award, in violation of the PSC MOU and/or the Master Collective Bargaining Agreement.
2. Where the parties agree that there is a violation to be remedied, or otherwise mutually agree in the absence of acknowledgement of a violation, that a mutually acceptable resolution is desirable, the parties shall work together achieve a remedy, resolution and/or settlement, including but not limited to phasing in remedial measures over time, establishing new positions and/or other approaches. The Employer agrees to make reasonable efforts to terminate such personal service and vendor contracts that are in violation of the PSC MOU or the Master Agreement as soon as feasible, but no later than December 31, 2005. Should the Employer determine that the work previously performed by said contractual employees should continue to be performed, the Employer shall either assign the work to bargaining unit employees, or if the Employer determines that the additional headcount is necessary, increase the bargaining unit headcount.
3. Nothing herein shall prevent the Union from asserting its rights to enforce the PSC MOU and Master Agreement, including the right to seek appropriate remedies.

Executed: July 1, 2004

Renewed: July 24, 2023

POSITION CLASSIFICATION - PROMOTIONS

1. When an employee bids for a promotional opportunity, is selected, assigned and is performing the duties of the higher rated position classification, he/she shall be paid at the higher rate of pay, whether or not training is required.

2. Mental Health Technicians I satisfactorily completing one (1) year as such and qualified to perform the work of the Mental Health Technician II position shall be promoted thereto and shall receive training currently required therefor at any time, but as promptly as possible after training becomes available.
3. LPN I's satisfactorily completing one (1) year as such and qualified to perform the work of the LPN II position shall be promoted thereto.
4. Direct and immediate supervision and assignment of Support Workers normally shall be the duty and responsibility of Support Service Worker Supervisor position classifications, except for completing Department of Central Management Services Form 201-R, which shall be the duty of a non-bargaining unit employee.
5. The function and responsibility of charge are duties normally exclusive to the Mental Health Technician IV position classification, where such classification is utilized.
6. The function and responsibility of relief charge (i.e., performing charge duties on the scheduled days off of the regular charge) are duties normally exclusive to the Mental Health Technician III and IV position classifications, where such classification is utilized.
7. Counting and distribution of medications to patients shall be the duty of those position classifications not proscribed by law or legal interpretation from doing so.

Executed: January 4, 1977

Revised: June 22, 2019

Renewed: July 24, 2023

RC-42 JOB BIDDING

Employees in the Departments of Historic Preservation and Natural Resources in the RC-42 bargaining unit will be considered along with other employees who bid pursuant to Article XIX, Section 5 for the following RC-28 class series:

1. Natural Resources Technician I
Natural Resources Technician II
2. Site Technician I
Site Technician II
Ranger
Senior Ranger

Executed: October 9, 1991

Renewed: July 24, 2023

RECRUITMENT, HIRING AND RETENTION EFFORTS MEMORANDUM OF UNDERSTANDING

Adequately addressing the human and financial costs of short staffing requires urgent action to address recruitment, hiring and retention policies and procedures and necessitates investment in state government to reverse the detrimental impacts of reduced workforce levels that have occurred over the past decade. To achieve meaningful progress toward improving staffing levels and state services, the parties agree to the following measures:

1. Within four (4) months of ratification of this agreement, the State shall institute a mutually agreed upon pilot program for recruitment bonuses for high vacancy titles.
2. Within three (3) months of ratification of this agreement, the Employer and the Union shall establish a committee to address recruitment and retention efforts. Discussions within the committee may include appropriate actions to increase staffing for those titles with a high vacancy rate, including wage adjustments, and recruiting and retention efforts. For purposes of this MOU a high vacancy rate shall be defined as a vacancy rate of 15% or greater within an agency. Upon request of either party designated agency personnel responsible for hiring shall attend such meetings. The committee shall meet on a regular basis. The committee shall issue a mutually agreed upon preliminary report by November 30, 2023, unless otherwise agreed. In the event the parties are unable to

resolve a dispute, the parties agree to select a Factfinder by mutual agreement to assist in the resolution of these disputes. The Factfinder shall assist the parties in identifying the facts and key issues, in an effort to reach resolution. Any findings issued by the Factfinder shall be advisory in nature. In addition to the committee referenced herein, the parties encourage discussion and collaboration between the Union and agencies on statewide, regional, and/or facilities or work location levels focused on recruitment and retention efforts.

3. The Department of Corrections shall collaborate with the Union to explore Regional Training Programs and additional training options to compliment the Department's Training Academy program with the goal of increasing capacity and accelerating the hiring process.
4. Effective July 1, 2024 step 1c shall be eliminated from Schedule A. All employees currently on step 1c shall be moved to Step 1b.

Executed: July 24, 2023

RED-CIRCLING, PAY ON PROMOTIONS

Employees whose salaries are frozen and/or red-circled, who subsequently are placed into another position classification or pay grade, shall be placed at the pay level in their new classification as if they had moved from the original classification and pay grade directly to the most recent classification and pay grade, but in any event shall be placed at a rate no less than their original frozen and/or red-circled rate.

In the event an employee accepts a voluntary reduction to a trainee classification with an in-hire rate, the employee shall receive the higher amount of either the in-hire rate or the red-circled rate.

Upon completion of a trainee period, a red-circled employee (who voluntary reduced to a trainee position while not subject to layoff) who promotes to a targeted title shall receive normal standard pay treatment in accordance with Article XXXII, Section 2., based on the employee's former classification. If the red-circled rate is above the maximum step of the targeted title, the employee shall be placed on the maximum step of the targeted title.

Executed: July 1, 1989

Revised: September 5, 2008

Revised: July 24, 2023

EMPLOYEES CURRENTLY RED-CIRCLED

For employees who are currently red-circled, due to a prior layoff, on a step lower than Step 8, upon becoming eligible for a step increase that would result in an increase above their current red-circled rate of pay, inclusive of Maximum Security Pay, in their current title, the employee will receive such step increase and subsequently will no longer be red circled or receive Maximum Security Pay.

Executed: June 22, 2019

Renewed: July 24, 2023

REMOTE WORK MASTER MEMORANDUM OF UNDERSTANDING BETWEEN AFSCME COUNCIL 31 AND CENTRAL MANAGEMENT SERVICES

**All references to “supervisor” in this agreement shall mean the employee’s supervisor outside the bargaining unit.”*

As a result of the COVID-19 pandemic, the parties, on an agency basis, have already engaged in negotiations intended to develop viable remote work plans for employees who hold positions with duties and responsibilities that do not require regular daily in-person attendance to be completed and supervised efficiently and effectively. It is recognized that continued remote work/telecommuting for those positions may benefit an agency’s overall operations, provide a flexible, viable option for employees, and allow agencies to provide better service to the public.

It is the policy of the State that Remote Work opportunities be made available for eligible employees who can work effectively at home or remotely at a location approved by their supervisor and are meeting the operational need of their employing agency. The employer shall assess classifications and position descriptions on an ongoing basis to determine eligibility for remote work as operational needs change over time, and such changes shall be for operational need only. Participation by an employee in a remote work schedule shall be on a voluntary basis.

Scope and Intent of this Memorandum of Understanding

This agreement covers those employees eligible and able to work a regular schedule that is either full-time remote or hybrid (remote and in-office on an established regular schedule). Where operational needs permit, this agreement applies to employees whose duties require them to travel (including but not limited to home visits, field work, or site inspections). With approval of their supervisor, those employees may remain at the travel location for the remainder of their work day or complete their work day at another approved remote location.

To the extent possible, this agreement shall be applied consistently and broadly across State and agency operations and among employees whose positions do not require daily in-person attendance to be completed and supervised effectively.

This Agreement is not intended to cover occasional or sporadic requests to work remotely on a temporary basis. Agencies shall continue to consider and evaluate such requests pursuant to their established policies and procedures and the collective bargaining agreement.

This MOU shall replace the Remote Work/Telecommunicating Master Memorandum of Understanding between AFSCME Council 31 and Central Management Services pilot program that was originally signed by the parties on June 30, 2021, as well as agency agreements negotiated under the pilot program. Nothing herein shall in any manner diminish rights provided under the parties' Alternate Work Schedules/Telecommuting Memorandum of Understanding.

Determining Remote Work Eligibility and Schedules

The employee's established remote work schedule shall be based on the mutual agreement between the employee and their supervisor, subject to the operating needs of the agency. Where the employee and supervisor are unable to come to an agreement, the employee will be provided the alternative of working under the supervisor's proposed schedule or returning to a non-remote schedule. The schedule under which the employee is working shall be documented and clearly articulated between employee and supervisor. Requests for remote work may be denied for operational or performance reasons. Notice of denial shall be provided in writing and include the reason for the denial. Where more eligible employees for participation exist than are operationally supported, the parties may agree to a rotating schedule among all those eligible and choosing to participate, where operationally feasible. Where a rotating schedule is not feasible, preference shall be granted to the most senior employees.

Absent a change to or termination of remote work as provided for in this MOU, employees that were eligible for remote work in their current assignments immediately prior to this agreement shall continue to be eligible. Employees who have not yet been informed of their remote work eligibility, or who are interested in new or different remote work eligibility, may apply using procedures provided by their agency.

Changes to or Termination of Remote Work

Changes to remote work schedules shall normally be based on a mutual agreement between the employee and their supervisor, subject to the operating needs of the agency. Where the employee and supervisor are unable to come to an agreement the employee will be provided the alternative of working under the supervisor's

proposed schedule or returning to a non-remote schedule. Affected employees shall receive 15 work days notice, when practicable, but in no case less than 10 work days' notice before such change is implemented.

Agencies may terminate an employee's participation in the Remote Work Program for operational or performance reasons. Affected employees shall receive fifteen (15) work days' notice, when practicable, but in no case less than 10 work days' notice before such termination occurs. Employees may seek to renew their participation in a remote work schedule beginning three months after such termination.

Agencies may require employees participating in an agency's Remote Work program to work on-site (to attend meetings, presentations, training sessions, or for other operational reasons). Agencies will provide participating employees with as much notice as is operationally practicable but not less than forty-eight (48) hours. Employees may be required to report on-site with less than 48 hours' notice in situations that are urgent and unforeseen. If an employee is called into their worksite, on the same day they were scheduled to work remotely, with less than 24 hours' notice, they shall report as soon as practicable. Travel time to the worksite, during their work hours, will occur on state time.

Interruption of Internet Connectivity

An employee shall promptly report an interruption of internet connectivity to their supervisor. Unless alternate arrangements are made with the employee's supervisor, if an employee is called into their worksite they shall report as soon as practicable. Travel time to the worksite, during their work hours, will occur on state time.

If the employee is called in, but is unable to report to the worksite, the employee may use appropriate benefit time while unable to perform their work or may take unpaid time.

Additional Provisions

Where the Employer is already providing the necessary equipment for Remote Work, it will continue to do so, based on operating needs. The Parties agree to meet and discuss the provision of employer-provided equipment at the request of either Party.

Executed: July 24, 2023

**DEPARTMENT OF REVENUE MULTI-AGENCY
GRIEVANCE COMMITTEE
SIDE LETTER**

The Department of Revenue shall be placed in Committee II of the Multi Agencies for one year. After that year, the parties shall meet to discuss the Department of Revenue's continued involvement in the Multi Agency Committee. If the parties mutually agree, a separate Revenue Committee may be established. Prior to the first meeting of the Multi Agency committee, the Department of Revenue and AFSCME Council 31 shall meet to discuss the confidentiality matters to ensure compliance with State and Federal Tax Laws and Regulations.

Executed: July 1, 2012

Renewed: July 24, 2023

**REVENUE TAX SPECIALIST SERIES
MEMORANDUM OF UNDERSTANDING**

The parties agree to modify the above referenced Memorandum of Understanding dated April 8, 1996 by the following:

11. Upward Mobility Program

- A. Those Revenue employees who were certificated in one of the former titles (Tax Examiner Trainee, Tax Analyst I or Tax Analyst II) with direct tax experience shall be placed on the Upward Mobility Program eligibility list for the Revenue Tax Specialist Trainee title.
- B. Employees without direct tax experience who were certificated in one of the former titles (Tax Examiner Trainee, Tax Analyst I or Tax Analyst II) shall be allowed one opportunity to take the examination for the Revenue Tax Specialist Trainee title in order to qualify for placement on the Upward Mobility list for that title.
- C. To qualify for the Revenue Tax Specialist Trainee title, under the Upward Mobility Program, an employee must meet one of the following:
 - 1. Certificate – Four (4) years of tax-related experience and passing the test or evaluation for the classification.

An employee may qualify under (1), above with a combination of years of related college and years of tax-related experience. One year

of college equals one and one-half years of experience.

In addition, a RC-14 or a RC-28 employee of the Illinois Department of Revenue with at least eight (8) years of Illinois Department of Revenue experience will automatically be deemed eligible to take the Revenue Tax Specialist Trainee test to qualify for the Trainee position. The test is targeted to be ready on May 1, 1996, the same date as the new series.

D. For selection purposes under the Upward Mobility Program, employees who qualify under (C), above, shall be selected in the following order with employees on one list irrespective of how they qualified:

1. Department of Revenue employees who bid, in seniority order.
2. Employees from other agencies in seniority order.

Executed: July 1, 2004

Revised: July 24, 2023

SHAKMAN MEMORANDUM OF UNDERSTANDING

The State of Illinois is currently under monitoring of the federal court for compliance with the *Shakman* Consent Decrees. *Shakman v. Democratic Organization of Cook County, et al.*, Northern District of Illinois Case No. 69 C 2145.

On January 7, 2019, the *Shakman* court entered an order setting out both a reformed process for filling exempt positions and principles and commitments for filling all non-exempt positions.

Shakman, Doc. No. 6154. Bargaining unit positions have job protections through the collective bargaining agreement, and are, therefore, covered by the court's principles and commitments for non-exempt positions.

The Court ordered the State to implement of the following relevant principles (excerpted from Doc. No. 6154):

- J. Electronic Application Process. CMS shall establish and implement an electronic application process that requires applicants to apply online for specific listed vacancies. The electronic application process that CMS creates shall include an automated screening mechanism to narrow the pool of applicants for interviews. The screening mechanism shall

evaluate candidates based on the Minimum Qualifications of the positions and may also incorporate pre-established preferred qualifications.

K. Uniform Processes Throughout State. The State of Illinois shall create and communicate to all Agencies a uniform documentation process for hiring and promotions to allow for adequate monitoring and review.

The implementation of the court order will result in a standardized, statewide online application process for all job-protected positions, including bargaining unit positions.

The State is obligated to implement the Court's order. The parties share a commitment to a more efficient and timely process. To that end, the parties agree as follows:

- Prior to implementation of a new system for bargaining unit positions, the Union shall review and provide input.
- All provisions of the collective bargaining agreement shall continue to apply, except as modified herein.
- CMS Bureau of Personnel will continue to assess and verify employee qualifications. The qualification review process will transition to a numerically ranked, automated assessment with a quality control analysis performed by the CMS Bureau of Personnel staff. For the purposes of determining if employees are qualified for positions in which they are seeking to exercise their contractual rights to filling of vacancies outlined in the collective bargaining agreement, the following numerical rankings will be treated as the corresponding grade and considered of equal value within each letter group:
 - o Numerical ranking of 90-100 would be treated as an A grade
 - o Numerical ranking of 80-89 would be treated as a B grade
 - o Numerical ranking of 70-79 would be treated as a C grade
- Employees participating in the Upward Mobility Program will continue to be afforded their rights under that program.
- In consultation with the Union, the Employer will provide all employees with advance notice of implementation of the new system and shall develop training on the new application procedures and system. Upon request, employees shall receive training on the new system.
- A procedure shall be established to ensure that employees who do not have access to computers or who lack computer skills shall be given appropriate access and/or training.
- CMS will assess candidate qualifications in response to an express interest in a specific position being filled except that all agreements remain in effect regarding continuous posting and permanent bidding.
- The State will no longer be exhausting promotional registers prior to selecting "B" bidders (80-89) after all "A" bidders (90-100) have been

exhausted.

- The appeal process currently in place shall remain in effect.
- There shall be electronic receipts for applications and the opportunity for the employee to print out his/her profile.
- For positions requiring tests administered by CMS Bureau of Personnel, employees will only be required to test once unless the job requirements change.
- All promotional grades on the system as of August 31, 2019, or submitted to CMS Examining and Counseling for grading, as of August 31, 2019, shall continue to be valid within the currently established timeframes. After August 31, 2019, promotional applications will only be accepted in response to a posting. Upon implementation of the new system, an employee applying for a position in which they are exercising their contractual rights shall indicate if they already have a promotional grade for the position.

In keeping with the desire to make hiring processes more efficient, CMS is committed to making the following additional improvements for the benefit of bargaining unit members:

- Semi-automatic promotions will no longer require application/grading/assessment by CMS.
- Employees will no longer be required to submit and receive a promotional grade to promote from a trainee position to the target title when the only remaining criteria to be qualified for the target title is the successful completion of the trainee program.
- CMS will convert all closed (Group B) titles to open (Group A) titles.

Executed: June 22, 2019

Renewed: July 24, 2023

ARTICLE XX, SECTION 3(k) PROCESS MEMORANDUM OF UNDERSTANDING

1. Effective July 1, 2010, State agencies providing notice to employees pursuant to Article XX, Section 3(b) of their rights under Article XX, Section 3(c)-(j), shall also provide notice of an employee's right to recall or transfer on layoff provided in Article XIX, Section 2, A(b), Section 2, B(b) and Section 2, C(b) and Article XX, Section 3(k) to impacted employees. Prior to July 1, 2010, the Union may raise the issue of notice in impact bargaining.
2. As soon as practicable after an agency notifies CMS it has completed its employee layoff meetings and CMS has had an opportunity to review

and approve the agency's layoff plan and to verify that there are employees eligible for an Inter-agency Transfer on Layoff pursuant to Article XX, Section 3(k), but in no event later than 30 days prior to the effective date of the layoff, except in emergency situations as referenced in Article XX, Section 3(l), CMS shall instruct all agencies to submit a list of available, funded vacancies that the agencies intend to fill. The parties agree that if it is more than 30 days prior to the effective date of the layoff, it may not be practicable for CMS to instruct all agencies to submit a list of available, funded vacancies until all agencies processing a layoff have completed their layoff meetings and have had their layoffs reviewed and approved by CMS.

3. The parties recognize that there may be reasons beyond the control of the Employer, or other legitimate reasons, which cause the effective date of the layoff to be postponed. Should such circumstances arise, nothing herein shall prohibit the Employer from rescinding its instructions to all agencies as referenced in paragraph #2 above if those instructions are no longer practicable for operational need, provided however that once the Employer has established a new effective date, it shall comply with the provisions of paragraph #2, unless modified by the mutual agreement of the parties. It is further recognized that when the effective date has been postponed for reasons beyond the control of the Employer, the Employer may comply with paragraph #2 by instructing agencies as soon as practicable to submit a list of available funded vacancies that the agencies intend to fill.
4. Nothing in this agreement prohibits the parties from meeting and discussing ways to minimize the number of vacancies affected by paragraph #2, such as identifying a more limited pool of vacancies to be subject to paragraph.

Executed: July 1, 2012

Revised: July 24, 2023

SELECTION IN PLACE OF RECALL

Where a selection has been made for a vacancy by means other than recall, and the formal written employment commitment and/or the transaction has been processed, such selection shall be implemented if recall is newly established for the classification within 30 calendar days following the selection, and did not exist at the time of the employment commitment.

Executed: December 12, 1984

Renewed: July 24, 2023

SICK LEAVE BANK

1. The definition of immediate family shall be husband, wife, children, mother, father, or any person living in the employee's household for whom the employee has custodial responsibility or where such person is financially and emotionally dependent on the employee and where the presence of the employee is needed.
2. The definition of catastrophic or severe illness or injury shall be as follows: Sick Leave Banks are intended to cover temporarily disabled or incapacitated employees or members of the immediate family as defined herein and who are temporarily disabled or incapacitated due to, but not limited to, cancer, heart disease or stroke or with a serious illness or injury which would result in an employee missing more than 25 work days. Employees who have returned to work and have been treated for an illness or injury that meets the above definition shall also be allowed access to the Sick Leave Bank. Documentation of such illness or injury shall be consistent with applicable rules and/or contractual provisions.
3. Employees may use 25 work days from the Sick Leave Bank per twelve (12) month period.
4. A participating employee must be a full-time employee with a minimum of 6 months service and who has exhausted all available benefit time.
5. Employees must have a minimum of 5 days of accumulated sick time on the books to enroll in the Sick Leave Bank and must have donated at least 1 day of sick leave to become a member, however, an employee may donate additional days as desired at the time of enrollment or any time thereafter.
6. Employees may voluntarily enroll at any time pursuant to #4 and #5 above but must wait 60 calendar days thereafter before utilizing the sick leave bank.
7. Each agency shall establish a single bank for all agency employees. A review committee shall be established at Central Management Services to determine employee eligibility pursuant to the guidelines established herein. For claims from employees under a Collective Bargaining Agreement the committee shall consist of 1 agency representative, up to 2 union representatives and up to 2 CMS representatives. Any decision made herein shall be subject to Article V (Grievance Procedure).

8. The Union shall be provided a copy of the forms used for determination for all claims within ten work days of the date that the determination is made.
9. Employee injuries and illnesses being compensated under the Workers' Compensation Act or Workers' Occupational Diseases Act shall not be eligible for Sick Leave Bank use.
10. Participating employees who transfer from one Agency to another shall thereby transfer their participation in the Sick Leave Bank.
11. Any employee shall not be eligible to withdraw the sick leave time he or she has contributed to the pool.
12. Abuse of the use of the sick leave bank should be investigated by the Agency and the Department and upon a finding of wrongdoing on the part of a participating employee, that employee shall repay all sick leave days drawn from the Sick Leave Bank and shall be subject to other disciplinary action. Information regarding the alleged misuse of the Sick Leave Bank shall be provided to the Union members of the Committee prior to the initiation of any action against the employee.
13. Upon termination, retirement, or death, neither a participating employee nor the participating employee's estate shall be entitled to payment for unused sick leave acquired from the Sick Leave Bank.
14. An agency which has less than twenty-five (25) days in its Sick Leave Bank shall post notice at all worksites and publicize the method of donating to the Sick Leave Bank by other appropriate means.
15. Either party may request a review of this policy and any changes shall be subject to negotiations and mutual agreement of the parties.

Executed: May 7, 1992

Revised: September 5, 2008

Revised: July 24, 2023

SKILLS TESTS

For the term of the Agreement, the Employer agrees where skill tests beyond the CMS-100B, such as clerical skill tests, are required to qualify for promotions, certified employees may take these tests during working hours with pay within the provisions of the 1977-9 contracts, not to exceed one work day per contract

year in increments of not less than one-half (1/2) day at a time, or additional time if provided in Agency practices in effect as of July 1, 1977. The employee shall provide reasonable notice, and such leave shall not unreasonably be denied.

Executed: November 10, 1980

Renewed: July 24, 2023

SMOKING POLICIES

This Agreement establishes a framework for the negotiation of smoking policies in Supplemental Agreements between the parties pursuant to Article XXV, Section 3 of the Master Agreement.

1. By prior agreement, the parties recognize the value to employees of smoking cessation programs and the treatment reimbursement through health insurance. The Agency shall give due consideration to providing the cost for cessation programs for employees who are participating. However, no Supplemental Agreement or policies shall contain provisions to compel smokers to quit. Such programs shall be by voluntary participation.
2. The parties are committed to identifying and working to eliminate unhealthy working conditions which may exist given due consideration to the nature and requirements of the respective work locations. This commitment includes minimizing the harmful effects that smoking produces.
3. The designation of smoking areas, if any, will be resolved at the work site level within a given Agency respecting the preference of both non-smokers and smokers, through discussions between the Employer and the Union. The following guidelines will be applied in accordance with the Illinois Smoke Free Act, the parties agree, that effective January 1, 2008:
 - (a) Smoking is prohibited in all State of Illinois facilities, buildings, or other structures and vehicles in accordance with the Illinois Smoke Free Act.
 - (b) In the event that provisions contained in the Supplemental Agreements conflict the Illinois Smoke Free Act, such provisions shall not be enforceable.
 - (c) Supplemental Agreements shall be reopened, upon request, for the limited purpose of negotiating over the impact of the Act on any

existing provisions of the Supplemental Agreement.

4. In those situations where inadequate ventilation in designated smoking areas cause smoke pollution detrimental to the health of employees, the Employer shall explore ventilation solutions and implement such where feasible and within agency budgetary limitations.
5. Once a Smoking Policy Agreement has been established, it must be approved by CMS and AFSCME Council 31 to insure compliance with this policy and the Master Agreement.

Revised: September 5, 2008

Renewed: July 24, 2023

SOCIAL SERVICE CAREER TRAINEE, OPTION 2

In an effort to address the Department of Human Services' difficulties in the recruitment and hiring of Social Service Career Trainees, bilingual option, the Department of Central Management Services and AFSCME Council 31 agree to the following exceptions to the above referenced title as an addendum to the Memorandum of Understanding entitled Trainee Titles:

Should a Social Service Career Trainee (bilingual option) be posted and there are no qualified bidders, the Department of Human Services reserves the right to select an individual by the following means:

1. The individual will be selected from the Social Services Career Trainee list with the appropriate bilingual option.
2. The individual prior to being selected will be informed that this trainee position will require the employee to return to school for the purposes of receiving his/her master's degree.
3. The targeted title for the Social Service Career Trainee will be Rehabilitation Counselor.
4. Once the Social Service Career Trainee is selected, no further posting will be required of DHS to move the Social Service Career Trainee to a Rehabilitation Counselor position.
5. The Department of Human Services agrees to pay for the individual course work to obtain the master's degree, subject to the availability of funds.

6. Appropriate time off will be given to the trainee consistent with time off procedures currently in practice by DHS.
7. The trainee must complete all course work within a time period not to exceed 48 months.
8. DHS reserves the right to terminate a trainee appointment at any time, with no right to appeal. Reasons for termination may include, but not be limited to the following:
 - a) Trainee drops out of the master's degree program;
 - b) Failure to maintain the minimum grade point average required by the graduate school;
 - c) Employee job performance as a Social Service Career Trainee, including but not limited to, time abuse, unprofessional conduct and failure to perform job duties;
 - d) The employee has not obtained a master's degree within the 48 month time limit.
9. The individual selected agrees to remain with DHS for a period of two (2) years after the completion of the master's degree program. Should the individual resign during this period, he/she will be responsible for reimbursement for the course work paid by DHS.

This agreement does not preclude the trainee from taking course work to achieve the referenced master's degree through either the Upward Mobility Program or the Department of Human Services Tuition Reimbursement Program.

Renewed: July 1, 2012

Renewed: July 24, 2023

SPECIAL GRIEVANCES

In accordance with the provisions of Article V, Section 4, the parties agree to the following procedures for the processing of grievances pertaining to matters of:

- 1) Discharge, Suspensions Pending Judicial Verdict, Demotion, Geographical Transfer, Salary Grade, and Layoff.

Appeals of discharges, demotions, geographical transfers, salary grade and layoffs shall be filed as a written grievance at a special Step 3 meeting with the agency head or designee within fifteen (15) working days of becoming aware of such action. Except for grievances involving affirmative attendance and suspensions pending judicial verdict, which shall be heard by the Step 3 grievance committee, such Step 3 level meetings shall be held at the work location with the agency head or designee, except that past practice with respect to those agencies which hold such meetings at a different location shall continue. However, the parties may by mutual agreement conduct such meetings at an alternate sight or in an alternate manner on a case-by-case basis. The agency head or his/her designee shall respond in writing within ten(10) working days following such meeting, or within ten (10) working days from receipt of the grievance if no meeting is held. Such grievances shall be heard on a priority basis relative to other pending Step 3 grievances.

If the Step 3 decision is rejected, the appeal to Step 4 must be within ten (10) working days of the Step 3 decision or from when such decision was due. Such appeal shall be heard at the next pre-arbitration staff meeting after the grievance is received by the CMS Office of Employee and Labor Relations. Discharges and suspensions pending judicial verdict shall be served upon the employees with a copy to the Union.

2) Position Reclassifications

Within fifteen (15) working days after receiving notice of a position reclassification, the Union may file a grievance in accordance with the collective bargaining agreement at Step 4.

The parties agree during the term of this agreement that position reclassifications shall not be subject to arbitration. Pursuant to Personnel Rule 301.30 (c), the matter may be appealed to the Civil Service Commission within fifteen (15) days after receipt of the Employer's decision following the pre-arbitration meeting.

3) New Classifications

Disputes regarding the salary placement of new classifications pursuant to Article XXVI, Section 8, New Classifications, may be moved to arbitration by the Union after ninety (90) days from the date the Illinois State Labor Relations Board certifies the Union as the certified bargaining representative of the classification.

The parties agree to make every effort to schedule the dispute for an arbitration hearing within sixty (60) days of when it is advanced to arbitration. The parties agree that the arbitrator selected to hear the dispute will provide a written decision to the parties within two (2) weeks following conclusion of the arbitration hearing. Such decision need not contain the arbitrator's complete rationale, but may merely uphold or deny the grievance with the accompanying remedy, if applicable. A complete decision will be furnished to the parties within thirty (30) days of the close of the record. Briefs may be filed at the request of either party.

4) Schedule Changes

Schedule change disputes pursuant to Article XII, Section 19, Supplementary Agreements, may be moved to arbitration by either party after ninety (90) days from the first date of negotiations. Nothing herein shall prohibit the parties from mutually agreeing to advance to arbitration prior to the completion of ninety (90) days. The parties agree to make every effort to schedule the dispute for an arbitration hearing within sixty (60) days of when it is advanced to arbitration. The parties agree that the arbitrator selected to hear the dispute will provide a written decision to the parties within two (2) weeks following conclusion of the arbitration hearing. Such decision need not contain the arbitrator's complete rationale, but may merely uphold or deny the grievance with the accompanying remedy, if applicable. A complete decision will be furnished to the parties within thirty (30) days of the close of the record. Briefs may be filed at the request of either party.

5) Upward Mobility

The parties agree that grievances filed pertaining to Article XV, Section 8 shall be filed directly to the 3rd level with the agency that posted the vacancy.

6) Special Grievances Procedure

1. The parties agree that the procedures and ground rules contained in Section 4(c) shall be utilized in the resolution of grievances covered by this Memorandum of Understanding, except that the arbitrator shall provide a written decision to the parties within two (2) weeks following conclusion of the arbitration hearing. Such decision need not

contain the arbitrator's complete rationale, but may merely uphold or deny the grievance with the accompanying remedy if applicable. A complete decision will be furnished to the parties within 30 days of the close of the hearing.

2. Arbitration hearings will be scheduled within thirty (30) days of the grievance being moved to arbitration by the Union pursuant to Step 4(b) following Step 4(a) of the grievance procedure. The parties shall make every effort to have the dispute heard at an arbitration hearing to be held within sixty (60) days following the Step 4(a) signoff.
3. The parties agree that briefs shall not be filed unless absolutely essential and then only with mutual consent of the parties. If briefs are filed, they shall be submitted within five (5) days following the arbitration hearing. The arbitrator shall then have two (2) weeks from the date the briefs are filed to render his/her decision.
4. If there are no pending discharge or suspension grievances, the parties agree to submit other disciplinary grievances or other mutually agreeable contract interpretation grievances to the arbitrator in order to utilize the scheduled days reserved for the parties by the panel of arbitration.

7) Individual Employee Grievance Filing

Pursuant to Section 6(b) of the Illinois Public Labor Relations Act effective July 1, 1984, the parties agree that an individual employee may file and settle a grievance at the appropriate initial step of the grievance procedure without the intervention of the Union.

The appropriate initial step of the grievance procedure will generally be Step 1, but in those situations wherein a grievance is appropriately initially presented at an advance step in the procedure, such as those matters contained in the Memorandum of Understanding referred to in Article V, Section 4, and under Article V, Section 7, the advanced step will be considered the appropriate initial step of the grievance procedure.

The Union will be notified of any conference between the employee and supervisor during which the grievance will be discussed. The Union will be afforded the opportunity to be present during any such conference. However, the employee may resolve the grievance without the Union's intervention.

No settlement or resolution entered into by the employee and supervisor

without the Union's intervention will be inconsistent with the existing Collective Bargaining Agreement.

Executed: December 4, 1984

Revised: July 1, 2012

Renewed: July 24, 2023

SPECIALIZED SKILLS SIDE LETTER

The parties agree that below listed classifications shall be subject to specialized skills in accordance with Article XVIII, Section 2 and Article XIX, Section 2, and will be so designated in Schedule A.

Accountant Supervisor
Human Resources Representative
Human Resources Specialist
Technical Specialist (CDB)
Chief Steward (Racing Board)
Steward (Racing Board)
Alternate Steward (Racing Board)

Executed: July 1, 2012

Revised: July 24, 2023

STATE CALL CENTERS SIDE LETTER

As set forth in Article XXV, Section 12, the agreed upon Call Centers are as follows:

Department of Healthcare and Family Services Child Support Services Call Center

Refill Too Soon/Prior Authorization Prescriptions/Health Benefits Hotline

Department of Human Services ABE Customer Call Center BCCS
Call Center
OIG Hotline/Intake

Department of Children and Family Services Child Intake and Recovery
Unit Consent and Authorization Unit State Central Registry Hotline

Department of Employment Security Lombard Call Center
Rock Island Call Center Carpentersville Call Center Revenue Employer

Call Center

Department of Revenue Taxpayer Assistance Call Center Collections
Call Center

Department on Aging
Benefits Eligibility, Access and Monitoring Call Center

Illinois Emergency Management Agency IEMA Communications Center

Lottery
Lottery Telemarketing Sales

Illinois State Police
Firearms Services Bureau Customer Service

Nothing herein shall prevent the parties from deleting from or adding to this list upon mutual agreement.

Executed: June 22, 2019

Renewed: July 24, 2023

SUPPLEMENTAL AGREEMENTS ARBITRATION PROCEDURE

Pursuant to the Memorandum of Understanding entitled “Supplementary Agreements” the parties agree that any arbitration shall be scheduled and heard within 20 working days subject to Article V, Section 1, Step 4b(1). The arbitrator shall then render a decision within 10 days following the close of the hearing.

Executed: September 5, 1997

Renewed: July 24, 2023

SUPPLEMENTARY AGREEMENTS

All supplementary agreements are hereby renewed for the duration of the Master Contract. Any agency or local supplementary agreement can be re-opened for negotiations once during the first twelve months of the Master Contract by either party to the supplement. The supplemental is considered open after serving a thirty (30) day written notice upon the other party with copies of said notification sent to Central Management Services and AFSCME Council 31. Except as provided below, all supplementary agreements shall remain in full force and effect during negotiations and until such time as a successor supplement is completed and approved by Central Management Services and AFSCME Council

31. There may be two (2) levels of supplementary negotiations, the agency and the facility. Time and place of such negotiations shall be by mutual arrangement of the parties, but both parties agree to facilitate such meetings in order to meet the time requirements in this Agreement. The number of employees on the Union committee for Facility negotiations shall be in accordance with past practice; the number for Agency negotiations shall be four (4) from each bargaining unit.

Subject to the provisions of the Agreement, topics of local and/or agency supplemental negotiations shall be as follows:

Facility negotiations besides including those items in Article XII, Section 19 and other matters stated such as bulletin boards, number of stewards, rest areas, etc., shall include:

1. Definition of work area for special purposes, such as overtime equalization, shift preference, days off, etc. The parties will endeavor to structure the overtime distribution units in a way to allow the distribution of overtime to take place in an equitable and efficient manner.
2. Union orientation mechanics.
3. Four-day workweek, 9-day schedules and alternative work schedules.
4. Transaction report format.
5. Overtime equalization.

Agency negotiations shall include:

- (a) Definition of work location for all personnel transactions as covered by the contract.
- (b) Provision of aids and appliances for employees with disabilities and reimbursement.
- (c) Seniority roster and transactions report.
- (d) Flex time.
- (e) Four-day workweek, 9-day schedules and alternative work schedules.
- (f) Special joint committees.
- (g) Educational leave with regards to numbers and policy.

- (h) Job assignment rights upon return from leave of absence.
- (i) Smoking policies.
- (j) Travel policies.
- (k) Electronic Union bulletin boards
- (l) Notice for job descriptions of abolished positions
- (m) Shift assignment after returning from leave (RC-9 Only)
- (n) Cellular Phones (DCFS Only)
- (o) Grooming Standards.
- (p) Reasonable suspicion testing procedures.
- (q) Parking.

The parties shall establish a Parking Accessibility and Access Committee intended to resolve parking dispute within the State's control that cannot be resolved at the local or agency level.

Matters contained in existing supplementary agreements may also be subject for supplementary negotiations.

Agency negotiations shall include other matters as stated in the contract, such as areas for promotional bidding.

The parties may mutually agree to add or delete subjects for supplementary negotiations as the need arises.

Any supplemental that remains unsettled ninety (90) days from the first meeting shall be subject to negotiations between AFSCME Council 31 and Central Management Services. Nothing herein shall prohibit the parties from mutually agreeing to advance to arbitration prior to the completion of ninety (90) days. Upon a request to negotiate, the parties shall meet within fifteen (15) days to commence negotiations. In the event that negotiations remain unsettled thirty (30) days from the first meeting between CMS and AFSCME Council 31, either party may move the dispute to arbitration.

If, after good faith negotiations, impasse is reached, the Employer may implement

reasonable changes if emergency situations so dictate. The outstanding issues shall be subject to arbitration pursuant to the Memorandum of Understanding on Special Grievances. In making a decision on each outstanding issue, the arbitrator shall take into consideration factors which are normally and traditionally taken into account through voluntary collective bargaining. The finding by an arbitrator that emergency conditions did not exist, does not preclude a finding for the Employer's position on the outstanding issues in arbitration.

Once a settlement has been reached, either by mutual agreement or via arbitration, two completed copies must be signed by both parties and must be submitted to the Department of Central Management Services and to AFSCME Council 31 within thirty (30) days of agreement.

No Supplementary agreements shall become effective any earlier than the effective date of the contract and until such agreements have been approved by the Department of Central Management Services and AFSCME Council 31.

Executed: July 1, 1986

Revised: July 1, 2012

Revised: June 22, 2019

Revised: July 24, 2023

SUPPLEMENTAL AGREEMENT
between
DEPARTMENT OF CENTRAL MANAGEMENT SERVICES
and AFSCME
for
CORRECTIONAL OFFICER TRAINEES
and
YOUTH SUPERVISOR TRAINEES

Pursuant to the decision of the Illinois State Labor Relations Board in Case No. S-UC-36, the employer agrees to recognize the classification of Correctional Officer Trainee and Youth Supervisor Trainee for inclusion in the RC-6-OCB bargaining unit and under the provisions of the RC-6 collective bargaining agreement except as amended in this supplemental agreement.

The parties agree that employees hired as Correctional Officer/Youth Supervisor Trainee shall remain in such status for twelve (12) weeks of continuous service. During this period these employees shall have no right to:

1. Utilize the grievance procedure in the event of discipline, discharge or

demotion, except those employees who hold certified status during their most recent period of continuous service.

2. Be appointed as a union steward or representative, original appointment only.
3. Article XII, Section 1 with the exception of payment at the rate of one and one-half time the employee's straight time hourly rates for hours worked in excess of forty(40) hours in any work week while at the assigned institution.
4. Utilize the grievance procedure for claims of temporary assignment pay as outlined in Article XIV of the collective bargaining agreement.
5. Exercise the bidding and bumping provisions outlined in Article XIX.
6. Exercise the rights enumerated in Article XX of the collective bargaining agreement in case of layoff, except trainee employees shall have rights as set forth in Article XX, Section 4, however, such rights shall be limited to the employing agency at the time he/she was terminated non-certified. Such reappointment list shall be maintained by the agency. Upon reappointment, such trainee may be subject to additional training which shall not exceed the maximum program length set forth in this Memorandum of Understanding.
7. Liquidate accumulated vacation or request leaves of absence as outlined in Article XXIII with exception of Section 15, Sick Leave.

The parties further agree that employees in the title of Correctional Officer/Youth Supervisor Trainee shall commence their six (6) month probationary period upon assignment to an institution following successful completion of their academy training. Employees will remain in training status for twelve (12) weeks of continuous service and will be certified four and a half months from the effective date of their appointment to Correctional Officer/Youth Supervisor II. Any wage increase due will commence after the expiration of such period.

Employees selected for the Correctional Officer/Youth Supervisor Trainee position under the direct hire program from another bargaining unit covered under the Master Agreement between the State of Illinois and AFSCME shall have the rights of return to his/her former position classification as enumerated in Article XIX, Section 5A(7). Employees will continue to receive first consideration for entry into trainee programs pursuant to Article XXVIII, Section 3.

Renewed: June 22, 2019

Renewed: July 24, 2023

**TASK FORCE ON WORKPLACE VIOLENCE AND ISSUES
REQUIRING IMMEDIATE ACTION
SIDE LETTER**

The parties agree that in furtherance of the commitment set forth in Article XXV, Section 2 of the Master Agreement, a Task Force shall be established to develop recommended programs designed to reduce the risk of violence in the workplace, including but not limited to assaults on staff by inmates, patients, or clients. The task force shall also develop recommended protocols for employees to follow when they believe they are faced with safety and health issues that could result in immediate harm. The size and composition of the Task Force shall be by mutual agreement of the parties.

Executed: June 22, 2019

Renewed: July 24, 2023

TAX EXEMPT BENEFITS

The purpose of this Memorandum of Understanding is to provide eligible employees a means of obtaining benefits coverage on a favorable tax basis.

Effective October 15, 1985 the Employer will establish a plan for eligible employees that will qualify as tax exempt certain of their premiums for employee and dependent health, life, and dental (if available) insurance.

Statutory Authority: P.A. 84-167, effective August 16, 1985 and Section 125 of the Internal Revenue Code (26 U.S.C. 125)

Renewed: June 22, 2019

Renewed: July 24, 2023

**TEMPORARY ASSIGNMENT TO THE GENERALIST
SERIES RC-9, RC-62 AND RC-63**

An employee, who is temporarily assigned to and subsequently selected for a position within the Generalist Series and who does not possess the training certificate to meet the qualification requirements for the higher position is to be given training, where training in that classification is provided pursuant to facility practice, and pay under the temporary pay provisions of Article XIV, providing the affected employee continues to perform the duties and responsibilities of the higher position while undergoing formal training to obtain the certificate. If, after obtaining the certificate, the employee is still unable to qualify for the

higher position, due to lack of experience, the employee is to be assigned duties appropriate for the position classification to which currently assigned and paid accordingly.

Executed: December 12, 1984

Renewed: July 24, 2023

TRAINEE TITLES

The Employer recognizes AFSCME Council 31 as the exclusive bargaining representative for the employees in the attached list of classifications and who are targeted for or to be promoted to bargaining unit positions. Employees in these titles shall be subject to the provisions of the master collective bargaining agreement except as amended in this supplemental.

During this period these employees shall have no right to:

1. Utilize the grievance procedure in the event of discipline, discharge or demotion, except those employees who held certified status during their most recent period of continuous service.
2. Be appointed as a union steward or representative, original appointment only.
3. Liquidate accumulated vacation or request leaves of absence (including service connected leaves) as outlined in Article XXIII with the exception of Section 5. Military Reserve Training and Emergency Call-Up, Section 16, Sick Leave, Section 20, Service Connected Injury and Illness, and Section 27. Parental Leave except that Trainees may utilize vacation pursuant to Article X, Section 1, upon the completion of 6 months service. Trainees who take a leave of absence above shall have their trainee period extended by the duration of the leave, unless otherwise prohibited by statute.
4. Exercise the bidding and bumping provisions outlined in Article XIX, with the understanding that Article XIX, Section 2, D, is in full force and effect for the filling of vacancies upon the completion of the Trainee period.
5. Vacant Trainee positions (attached) will not be posted or subject to the bidding procedures outlined in Article XIX. The Employer agrees to post an informational notice to employees concerning the filling of future Trainee vacancies.
6. Exercise the rights enumerated in Article XX of the collective bargaining agreement in case of layoff, except trainee employees shall have rights as set forth in Article XX, Section 4, however, such rights shall be limited

to the employing agency at the time he/she was terminated non-certified. Such reappointment list shall be maintained by the agency. Upon reappointment, such trainee may be subject to additional training which shall not exceed the maximum program length set forth in this Memorandum of Understanding.

7. Based on the understanding that Trainees will not be misassigned, utilize the grievance procedure for claims of temporary assignment pay as outlined in Article XIV of the collective bargaining agreement.

The parties agree that employees hired in the attached list of classifications shall remain in such status for a period not to exceed the designated maximum program listed. Upon satisfactory completion of the designated training period or less, the employees will be promoted and serve a four (4) month probationary period in the targeted bargaining unit position.

Under any provision of the contract, employees shall not transfer to another position and/or work location unless such transfer is compatible with the training program.

Trainees will be subject to working work schedules as the trainee program and past practice require.

The Employer may change the shifts and days off of the *Telecommunicator Trainee* and

Clerical Trainee with 24 hours of notice in order to fulfill training needs.

The current practice regarding the *Life Sciences Career Trainee* special skills options will not be modified or affected by this Memorandum of Understanding.

Executed: March 6, 2002

Revised: September 5, 2008

Revised: July 1, 2012

Revised: June 22, 2019

Revised: July 24, 2023

| Number | Class Title | Max. Prog. Length | Barg. Unit |
|--------|---|----------------------|---------------|
| 1 | Accounting and Fiscal Administration Career Trainee | 12 Mos. | RC-062 |
| 2 | Actuarial Examiner Trainee | 12 Mos. | RC-062 |
| 3 | Administrative Services Worker Trainee | 12 Mos. | RC-014 |
| 4 | Behavioral Analyst Associate | 12 Mos. | RC-062 |
| 5 | Capital Program Analyst Trainee | 36 Mos. | RC-062 |
| 6 | Carnival and Amusement Safety Inspector Trainee | 12 Mos. | RC-062 |
| 7 | Child Support Specialist Trainee | 12 Mos. | RC-062 |
| 8 | Children and Family Service Intern, Option 1 | 36 Mos. | RC-062 |
| 9 | Children and Family Service Intern, Option 2 | 24 Mos. | RC-062 |
| 10 | Clerical Trainee | 12 Mos. | RC-014 |
| 11 | Clinical Laboratory Technologist Trainee | 12 Mos. | RC-062 |
| 12 | Clinical Psychology Associate | 48 Mos. | RC-063 |
| 13 | Computer Information Consultant Trainee | 12 Mos. | RC-062 |
| 14 | Computer Systems Software Specialist Trainee | 12 Mos. | RC-062 |
| 15 | Correctional Officer Trainee (*) | 12 Weeks | RC-006 |
| 16 | Criminal Justice Specialist Trainee | 12 Mos. | RC-062 |
| 17 | Data Processing Operator Trainee | 12 Mos. | RC-014 |
| 18 | Data Processing Technician Trainee | 12 Mos. | RC-028 |
| 19 | Disability Claims Adjudicator Trainee | 18 Mos. | RC-062 |
| 20 | Energy and Natural Resources Specialist Trainee | 12 Mos. | RC-062 |
| 21 | Financial Institutions Examiner Trainee | 12 Mos. | RC-062 |
| 22 | Forensic Scientist Trainee | *36 Mos. | RC-062 |
| 23 | Gaming Special Agent Trainee | 12 Mos. | RC-062 |
| 24 | Geographic Information Trainee | 12 Mos. | RC-063 |
| 25 | Graduate Pharmacist | 12 Mos. | RC-063 |
| 26 | Health and Safety Officer Trainee | 12 Mos. | RC-062 |
| 27 | Hearing and Speech Associate | 24 Mos. | RC-063 |
| 28 | Human Services Grants Coordinator Trainee | 12 Mos. | RC-062 |
| 29 | Industrial Services Consultant Trainee | 12 Mos. | RC-062 |
| 30 | Industrial Services Hygienist Trainee | 12 Mos. | RC-062 |
| 31 | Information Services Intern | 24 Mos. | RC-063 |
| 32 | Insurance Analyst Trainee | 12 Mos. | RC-014 |
| 33 | Insurance Company Financial Examiner Trainee | 12 Mos. | RC-062 |
| 34 | Juvenile Justice Specialist Intern | 12 Mos. | RC-006 |
| 35 | Life Sciences Career Trainee | 12 Mos. | RC-062 |
| 36 | Manpower Planner Trainee | 12 Mos. | RC-062 |
| 37 | Mental Health Specialist Trainee | 12 Mos. | RC-062 |
| 38 | Mental Health Technician Trainee 1 | 12 Mos. | RC-009 |
| 39 | Methods and Procedures Career Associate Trainee | 12 Mos. | RC-062 |
| 40 | Network Control Center Technician Trainee | 12 Mos. | RC-062 |
| 41 | Pipeline Safety Analyst Trainee | 24 Mos. | RC-062 |

| | | | |
|----|---|---------|--------|
| 42 | Program Integrity Auditor Trainee | 12 Mos. | RC-062 |
| 43 | Project Manager Trainee | 36 Mos. | RC-062 |
| 44 | Psychologist Associate | 12 Mos. | RC-063 |
| 45 | Public Aid Investigator Trainee | 12 Mos. | RC-062 |
| 46 | Public Health Program Specialist Trainee | 12 Mos. | RC-062 |
| 47 | Public Safety Inspector Trainee | 12 Mos. | RC-062 |
| 48 | Rehabilitation Counselor Trainee | 12 Mos. | RC-062 |
| 49 | Rehabilitation/Mobility Instructor Trainee | 12 Mos. | RC-063 |
| 50 | Residential Care Worker Trainee | 12 Mos. | RC-009 |
| 51 | Revenue Auditor Trainee | 12 Mos. | RC-062 |
| 52 | Revenue Collection Officer Trainee | 12 Mos. | RC-062 |
| 53 | Revenue Special Agent Trainee | 12 Mos. | RC-062 |
| 54 | Revenue Tax Specialist Trainee | 12 Mos. | RC-062 |
| 55 | Security Therapy Aide Trainee | 12 Mos. | RC-009 |
| 56 | Social Service Aide Trainee | 36 Mos. | RC-006 |
| 57 | Social Services Career Trainee – Option 1 | 12 Mos. | RC-062 |
| 58 | Social Services Career Trainee (* Option 2) | 48 Mos. | RC-062 |
| 59 | Technical Specialist Trainee | 36 Mos. | RC-062 |
| 60 | Telecommunicator Trainee | 12 Mos. | RC-014 |
| 61 | Terrorism Research Specialist Trainee | 12 Mos. | RC-062 |
| 62 | Weatherization Specialist Trainee | 12 Mos. | RC-062 |

*Forensic Scientist Trainees hired after the effective date of this agreement shall be informed of the discipline for which they are being hired and the length of the initial training period which is stipulated in the MOU dated April 19, 2011 between the Illinois State Police and AFSCME Council 31. Such employees shall remain in trainee status for a period not to exceed the designated initial training period, unless mutually agreed to extend such trainee period.

TRANSFER POLICY FOR RC-6 EMPLOYEES

An RC-6 employee who has at least eighteen (18) months seniority and desires to transfer to the same or lower position classification in the same classification series, an equal or lower position in a classification in which an employee was previously certified, or a position lower in the series in which an employee was previously certified, and for which he/she is qualified at a different work location (including employees desiring to transfer from the Correctional Officer series to the Youth Supervisor series, and vice versa) shall file a request for transfer form with the Agency Personnel Office. The Agency Personnel Office shall send copies of the transfer request form to the personnel liaison(s) responsible for handling personnel transactions for both the employee's current institution and the institution the employee indicates he/she wishes to transfer to. Such request for transfer will be effective twenty-four (24) months from the date received in

the Agency Personnel Office.

The following parameters are agreed to between AFSCME Council 31, the Department of Corrections, and the Department of Central Management Services:

1. During each contract year, no more than 5% of the RC-6 employees in an institution may exercise this right.
2. When an employee transfers from an institution, no other employee in the same position classification will be allowed to transfer from that institution, unless operational needs permit, until the transferred employee's position is filled.

However, an employee's effective date of transfer shall be the date he/she otherwise would have been transferred and the position for which the employee was selected shall be held vacant until the employee is able to physically transfer.

3. An institution will not be required to fill more than 33 1/3% of the approved vacancies per contract year via employees transferring from one work location to another pursuant to this Agreement.

When vacancies are approved to be filled and a transfer agreement is on file, the first and second vacancies shall be filled by the institution's normal process consistent with Article XIX, Section 2. Prior to filling an approved vacancy through other means available, the third vacancy shall be filled by an eligible transferee consistent with Article XIX, Section 2. Such remaining vacancies shall be filled on a similar alternating basis until all remaining transfer requests of eligible employees have been honored. If vacancies remain, they shall be filled through the normal filling of vacancy process.

The placing of a Trainee who has satisfactorily completed the training requirements for a targeted position pursuant to Article XIX, Section 2-D does not increase an institution's headcount and will not count as either the filling of vacancy category or the transfer category.

4. An employee who has been suspended for more than thirty (30) days within the twenty-four (24) months immediately preceding the effective date of transfer shall not be permitted to transfer. An employee who has been suspended for more than five (5) days within the twelve months immediately preceding the effective date of transfer shall not be permitted to transfer. An employee who has been suspended for five (5)

days or less within the twelve months immediately preceding the effective date of transfer shall not be permitted to transfer unless six (6) months or more have elapsed between the date the last suspension was imposed and the effective date of transfer. Employees, who have been made whole as a result of a grievance resolution and who had been denied a transfer based on the subject of the grievance, shall be placed on the transfer list or be granted a transfer as if no discipline had occurred.

5. An employee who is on “furnish-proof” status shall not be eligible for transfer under this Agreement.
6. All transferred employees will be provided the regular orientation and/or regular refresher course in the new institutions.
7. An employee who exercises his/her right to transfer will not be eligible to transfer again for twenty-four (24) months from the effective date of the transfer, except that employees transferring between work locations within the same work county shall not be permitted to transfer for a period of thirty (30) months from the effective date of transfer.
8. Except during the initial staffing of a new institution, an employee transferring under the provisions of this Agreement, or transferring by other means, shall not be able to exercise his/her seniority for promotional purposes, a days off schedule and/or shift preference for a period of twelve (12) months from the effective date of the transfer.
9. The name of an employee who declines an offer to transfer under the terms of the Agreement shall be removed from the transfer request list. Such employees may resubmit a transfer request after six (6) months have elapsed from the date the transfer offer was declined.
10. The initial staffing of a new institution shall be done in accordance with the procedures outlined in #3 above except that 25% of the approved vacancies are required to be filled in this manner.

This Agreement shall be effective July 1, 2004 and shall remain in effect until June 30, 2008, unless either party gives notice of its desires to reopen negotiations on this Agreement 30 days prior to July 1, 2008. This Agreement shall remain in full force and effect during the period of such negotiations.

Renewed: July 1, 1997

Revised: September 5, 2008

Renewed: July 24, 2023

UNION MEMBERSHIP SIDE LETTER

The parties recognize that there is a distinction between dues authorization and union membership and recognize that there is no impediment to an employee's right to resign union membership at any time.

Executed: June 22, 2019

Renewed: July 24, 2023

WELFARE AND WELFARE TO WORK PROGRAM ALL UNITS

This agreement is made and entered into by and between the Illinois Department of Central Management Services, and all Departments, Boards and Commissions subject to the Illinois Personnel Code, ("Employer") and the American Federation of State, County and Municipal Employees - AFL-CIO ("Union"), on behalf of its affiliated locals and the employees in the collective bargaining units.

1. Welfare recipients and Welfare To Work participants will not displace or replace regular employees. For example, if there are ten Office Aides and five Welfare recipients and Welfare To Work participants, and two Office Aides retire, the Employer will not replace the two regular vacant positions with two additional Welfare recipients and Welfare To Work participants raising their number to seven. This policy, however, does not require the Employer to fill vacancies which they desire to keep vacant.
2. Bargaining unit work that constitutes the normal duties and responsibilities of regular employees on current payroll and will not be removed and reassigned to Welfare recipients and Welfare to Work participants. Welfare and Welfare to Work participants will be assigned work in a manner that will not jeopardize the job classification of the current employees.
3. Welfare and Welfare to Work assignments will in no way interfere with the contractual procedures for filling vacancies. The contractual procedures will be used for filling bargaining unit vacancies.
4. The Union will be notified when a State agency determines to use Welfare recipients and Welfare to Work participants.

The Union agrees not to appeal or grieve the Employer's initiation or continuation of programs consistent with this agreement and relevant laws.

Executed: December 12, 1984

Renewed: July 24, 2023

WORKING SUPERVISOR MEMORANDUM OF UNDERSTANDING

As started in the Definition of Terms g) “Working Supervisor” refers to bargaining unit supervisor identified in the following classifications.

Senior Public Service Administrators and Public Service Administrator and any successor classification.

Actuary III
Cancer Registrar Assistant Manager
Cancer Registrar Manager
Conservation Grand Administrator III
Environmental Engineer
Environmental Protection Engineer IV
Environmental Protection Specialist IV
Occupational Therapist Supervisor
Pharmacy Manager
Revenue Audit Supervisor
CDB Administrators
CDB Regional Managers
CMS Network Engineer Manager II
ICC Managers
ICC Railroad Safety Program Administrator
ICC Homeland Security Director
IEMA Nuclear Safety Administrator I and II
Racing Board Chief Steward
Racing Board Steward
Racing Board Chief Veterinarian

Executed: June 22, 2019

Renewed: July 24, 2023

**ARBITRATION NON-PRECEDENT SETTING MEMORANDUM
OF UNDERSTANDING**

The parties agree that they shall not cite, or refer to, as precedents: (1) State of Ill., Dep'ts of Cent. Mgmt. Serv. & Human Serv. and AFSCME Council 31 (Caroline Jones Discipline), AFSCME No. 10-10-36424, CMS Arb. No. 6103 (Zipp 2011); and (2) Ill. Dep't of Human Serv. and AFSCME Council 31 (Renee Thornton Discipline), AFSCME No. 11-03-37039, CMS Arb. No. 6159 (Stanton 2011).

Executed: July 1, 2012

Renewed: July 24, 2023

**MEMORANDUM OF UNDERSTANDING BETWEEN
AFSCME COUNCIL 31 AND CENTRAL MANAGEMENT
SERVICES NON-PRECEDENT SETTING**

The parties agree that they shall not cite or refer to as precedent State of Illinois Department of Central Management Services, Corrections, and Juvenile Justices, and AFSCME Council 31 (class action facility closure) AFSCME Nos. 2012-07-38775, 2012-07-38876, CMS Arb. No 12-120 (Bierig October 27, 2012).

Renewed: June 22, 2019

Renewed: July 24, 2023

For the State of Illinois

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Ref. D. W. S.

For the American Federation of State, County and
Municipal Employees, AFL-CIO

Roberta Lynch

Michael Pearson

Indy AL

Chen S. S. S.

Mrs. A. H. H.

Martha Merrill

Carla Gillespie

Eddie Cunningham

Helen A. Thornton

Donna

Carol

David B. B.

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John

John S. S.

John

John

John

Natalie Nagel

Randy F. F.

For the American Federation of State, County and
Municipal Employees, AFL-CIO

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For the American Federation of State, County and
Municipal Employees, AFL-CIO

Cady Dornes 146
Nick McLaughlin 2856
Suby Local 993
Jenny Grammer 1175
Cassie Smith 2645
Elizabeth Anne Hutson 1019
Anneli Block 2971
David Morris 805
Dany Laine 29
1964
Pafiya 2854
John H. Medley 1805
and Co 1266
Kendrick 203

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~~Chris James~~ 1610
Chris James 5/23/23
~~Chris James~~ 2856
~~Chris James~~ 993
Chris James 805
Chris James #3649
Chris James 3649
Chris James 1175
Roberto Bobello #1610
Cynthia y Harms 1866
Adrian Burnag 3436
Nick Lynn 2052
Nick Lynn 2052
Nick Lynn 2052
Nick Lynn 2615
Steve Melby 1175
Kevin O'Brien 2767
Arthur Talar 1805
Stacy Adams 401
Stephanie Hodge 401

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~~Sylvia Scales~~ 2854

~~Charles Smith~~ 51

943

~~Shirley~~

943

~~L. Bell~~

943

Bradley Bayles 2073

~~Craig Jones~~ 2073

~~Michael D. Bague Berry~~ 2645

~~Willie~~ 2645

Mark Gackett 2645

~~John T. Rich~~ #2833

~~Khy~~ 2833

Andy Williams #2833

~~Bryan~~ 2600

~~CR~~ 2600

Mary Bolke

~~John~~ 2600

~~Don~~ 2224

Dandry Gutierrez 2971

~~Paul~~ 1019

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Municipal Employees, AFL-CIO

~~PM A Hand~~

~~1019~~
1019
Local 1019
Local 3600

Sam B Em 3600

1175

Chipping Brown - 2794

2794

2794

805

416

416

801

2615

3600

3549

3549

2767

1006

2467

For the American Federation of State, County and
Municipal Employees, AFL-CIO

Lynia Micianno
E. H. Hark

~~_____~~

John Grodin

John B. B. B.

Keith J. Hawkins 1929

Patricia M. M. M.

John M. M. M.

Joe Zieg 472

~~_____~~ 472

Thom M. M. M. 1964

~~_____~~ 1964

~~_____~~ 1964

C. M. M. 2600

~~_____~~ 1753

* R. Baker 1753 *

Mike Lomeli 1753

~~_____~~ 632

Mike Thompson 632

Bob Roberts 801

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Municipal Employees, AFL-CIO

OP 1006
 1006
 805
 401
 Melissa Suzuki 2854
 2600
 2600
 779
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 997
 997
 997
 997
 997
 475
 172
 3663
 805
 1866

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Municipal Employees, AFL-CIO

| | |
|---------------------|--------|
| Suzanne J. Ocker | 785 |
| J. Mudd | 448 |
| D. J. | 448 |
| Reke Thinsale | 1563 |
| Steven Dair | 1563 |
| Tyrone Woods | #785 |
| Anna Smith | #2854 |
| Joe Pittman | #674 |
| Brian Scott | #2224 |
| Bob Lee | #2858 |
| Loiselle Mott | #2808 |
| Yelinda Laman | #2808 |
| Bonnie Brum | L 3280 |
| Iraci Rivera | #1048 |
| Marci Malnar | #1048 |
| Harry Pagho Ryle II | #1048 |
| John | 1048 |
| Ernest | 1038 |
| Ed | 2813 |
| Daniel Brown | 1787 |

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Municipal Employees, AFL-CIO

~~John Berkeley~~ 3693

James Cuts 26

Andrew Duncan 26

John Lee 359

Matthew 3585

~~Matthew~~ 3585

~~Matthew~~ 3585

~~David~~ 501

David Stull 2467

Reginald Riddle-Jung 1805

~~John~~ 203

~~John~~ #203

John Local 124

Anthony Ferrell 5741 124

~~John~~ 494

~~John~~ 1274

Jimmy Hendricks 1274

~~John~~ 993

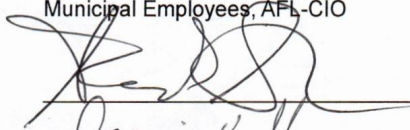
~~John~~ #3567

Keith Parn 3567

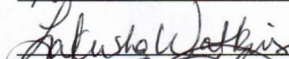
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Municipal Employees, AFL-CIO

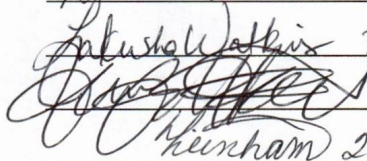
| | |
|---------------------|------|
| Joe Hen | 3567 |
| Chapman | 3653 |
| Cher Crowe | 3653 |
| Baldy | 1805 |
| C. "Lynn" Fields | 3654 |
| Phil Chan | 3654 |
| Eric Rhy | 1805 |
| Christopher Holy | 2258 |
| Alice Sutherland | 448 |
| Brandon Owen | 415 |
| Shyala Edwards | 2858 |
| Moses Boyd Jr. | |
| T. Bond | 494 |
| to | 494 |
| Brian Glen | 494 |
| Christina L. Carter | 38 |
| Shelly J. Howard | 38 |
| Spandaal | 29 |
| Chesley | 8971 |
| Eugen Waskopf | 1866 |

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Municipal Employees, AFL-CIO

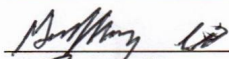
 2081

Dennis K. Thomas 2081

 3436

 2081

Keithham 2081

 424

Ronald F. Wagner 424

 2806

Natalia Dicz 2806

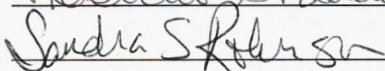
Jacqueline J. Moore

 #2806

S-M-Bee #2806

Ona Cliverus Winfield Local 141

Roberta Snedden #141



NOTES

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NOTES

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