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

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

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

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

**Effective July 1, 2022**

**RC-019**

|  |  |  |  |
| --- | --- | --- | --- |
| **Title** | **Title Code** | **Pay Plan Code** |  |
| **75%** | **80%** | **85%** | **90%** | **95%** | **Full Scale** |
| **Mo.**  | **Hr.** | **Mo.**  | **Hr.** | **Mo.**  | **Hr.** | **Mo.**  | **Hr.** | **Mo.**  | **Hr.** | **Mo.**  | **Hr.** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bridge Mechanic (IDOT) | 05310 | Q | 5227 | 30.04 | 5576 | 32.05 | 5924 | 34.05 | 6271 | 36.04 | 6621 | 38.05 | 6970 | 40.06 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bridge Tender (IDOT) | 05320 | B | 5258 | 30.22 | 5609 | 32.24 | 5959 | 34.25 | 6311 | 36.27 | 6660 | 38.28 | 7010 | 40.29 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Deck Hand (IDOT) | 11500 | B | 5053 | 29.04 | 5390 | 30.98 | 5726 | 32.91 | 6062 | 34.84 | 6400 | 36.78 | 6736 | 38.71 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Ferry Operator I (IDOT) | 14801 | B | 5258 | 30.22 | 5609 | 32.24 | 5959 | 34.25 | 6311 | 36.27 | 6660 | 38.28 | 7010 | 40.29 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Ferry Operator II (IDOT) | 14802 | B | 5364 | 30.83 | 5721 | 32.88 | 6079 | 34.94 | 6437 | 36.99 | 6793 | 39.04 | 7151 | 41.10 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Regular –RG) (IDOT) | 18639 | Q | 5196 | 29.86 | 5544 | 31.86 | 5889 | 33.84 | 6236 | 35.84 | 6582 | 37.83 | 6928 | 39.82 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Bridge Crew – BC) (IDOT) | 18639 | Q | 5261 | 30.24 | 5612 | 32.25 | 5964 | 34.28 | 6314 | 36.29 | 6665 | 38.30 | 7016 | 40.32 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Drill Rig – DR) (IDOT) | 18639 | Q | 5288 | 30.39 | 5639 | 32.41 | 5993 | 34.44 | 6345 | 36.47 | 6697 | 38.49 | 7050 | 40.52 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Emergency Patrol – EP) (IDOT) | 18639 | Q | 5290 | 30.40 | 5641 | 32.42 | 5995 | 34.45 | 6348 | 36.48 | 6701 | 38.51 | 7053 | 40.53 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Regular – RG) (IDOT) | 18659 | Q | 5317 | 30.56 | 5672 | 32.60 | 6026 | 34.63 | 6379 | 36.66 | 6735 | 38.71 | 7089 | 40.74 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Bridge Crew – BC) (IDOT) | 18659 | Q | 5381 | 30.93 | 5740 | 32.99 | 6099 | 35.05 | 6458 | 37.11 | 6817 | 39.18 | 7176 | 41.24 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Emergency Patrol – EP) (IDOT) | 18659 | Q | 5411 | 31.10 | 5771 | 33.17 | 6132 | 35.24 | 6493 | 37.32 | 6853 | 39.39 | 7214 | 41.46 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Lead Lead Worker) (Regular – RG) (IDOT) | 18659 | Q | 5364 | 30.83 | 5721 | 32.88 | 6079 | 34.94 | 6437 | 36.99 | 6793 | 39.04 | 7151 | 41.10 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC) (IDOT) | 18659 | Q | 5427 | 31.19 | 5790 | 33.28 | 6152 | 35.36 | 6514 | 37.44 | 6875 | 39.51 | 7238 | 41.60 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol – EP) (IDOT) | 18659 | Q | 5432 | 31.22 | 5794 | 33.30 | 6156 | 35.38 | 6519 | 37.47 | 6881 | 39.55 | 7243 | 41.63 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Janitor I (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA) | 21951 | B | 4870 | 27.99 | 5195 | 29.86 | 5520 | 31.72 | 5844 | 33.59 | 6169 | 35.45 | 6494 | 37.32 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Janitor II (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA) | 21952 | B | 4899 | 28.16 | 5225 | 30.03 | 5552 | 31.91 | 5879 | 33.79 | 6205 | 35.66 | 6531 | 37.53 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Labor Maintenance Lead Worker (CMS, DOC, DHS, DJJ, DNR, ISP and DVA) | 22809 | B | 5106 | 29.34 | 5447 | 31.30 | 5788 | 33.26 | 6128 | 35.22 | 6468 | 37.17 | 6809 | 39.13 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Labor Maintenance Lead Worker (IDOT) | 22809 | B | 5106 | 29.34 | 5447 | 31.30 | 5787 | 33.26 | 6128 | 35.22 | 6467 | 37.17 | 6809 | 39.13 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Laborer (Maintenance) (IDOT) | 23080 | B | 5055 | 29.05 | 5392 | 30.99 | 5729 | 32.93 | 6065 | 34.86 | 6403 | 36.80 | 6739 | 38.73 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator | 25020 | B | 5140 | 29.54 | 5481 | 31.50 | 5825 | 33.48 | 6167 | 35.44 | 6510 | 37.41 | 6853 | 39.39 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator (DHS Forensics) | 25020 | Q | 5196 | 29.86 | 5544 | 31.86 | 5889 | 33.84 | 6236 | 35.84 | 6582 | 37.83 | 6928 | 39.82 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator (DOC) | 25020 | Q | 5288 | 30.39 | 5640 | 32.41 | 5993 | 34.44 | 6345 | 36.47 | 6697 | 38.49 | 7050 | 40.52 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator (DOC – Maximum Security) | 25020 | S | 5335 | 30.66 | 5690 | 32.70 | 6046 | 34.75 | 6402 | 36.79 | 6758 | 38.84 | 7112 | 40.87 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (CMS, DOC, DHS, DJJ, DNR, ISP and DVA) | 25500 | B | 5088 | 29.24 | 5426 | 31.18 | 5766 | 33.14 | 6105 | 35.09 | 6445 | 37.04 | 6784 | 38.99 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (IDOT) | 25500 | B | 5088 | 29.24 | 5426 | 31.18 | 5767 | 33.14 | 6105 | 35.09 | 6446 | 37.05 | 6784 | 38.99 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (DHS – Forensics) | 25500 | Q | 5146 | 29.57 | 5489 | 31.55 | 5831 | 33.51 | 6175 | 35.49 | 6517 | 37.45 | 6861 | 39.43 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Power Shovel Operator (Maintenance) (Regular – RG) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA) | 33360 | B | 5231 | 30.06 | 5579 | 32.06 | 5928 | 34.07 | 6275 | 36.06 | 6626 | 38.08 | 6974 | 40.08 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Power Shovel Operator (Maintenance) (Regular – RG) (IDOT) | 33360 | Q | 5288 | 30.39 | 5639 | 32.41 | 5993 | 34.44 | 6345 | 36.47 | 6697 | 38.49 | 7050 | 40.52 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Power Shovel Operator (Maintenance) (Bridge Crew – BC) (IDOT) | 33360 | Q | 5354 | 30.77 | 5712 | 32.83 | 6069 | 34.88 | 6425 | 36.93 | 6782 | 38.98 | 7139 | 41.03 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Security Guard I (CMS, DOC, DHS, DJJ, DNR, ISP and DVA) | 39851 | B | 4896 | 28.14 | 5221 | 30.01 | 5549 | 31.89 | 5875 | 33.76 | 6202 | 35.64 | 6527 | 37.51 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Security Guard II (CMS, DOC, DHS, DJJ, DNR, ISP and DVA) | 39852 | B | 4940 | 28.39 | 5269 | 30.28 | 5599 | 32.18 | 5927 | 34.06 | 6257 | 35.96 | 6585 | 37.84 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Silk Screen Operator (IDOT) | 41020 | B | 5235 | 30.09 | 5583 | 32.09 | 5932 | 34.09 | 6282 | 36.10 | 6630 | 38.10 | 6979 | 40.11 |

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

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

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