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

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Grade** |
| Account Clerk I | 00111 | RC-014 | 05 |
| Account Clerk II | 00112 | RC-014 | 07 |
| Account Technician I | 00115 | RC-014 | 10 |
| Account Technician II | 00116 | RC-014 | 12 |
| Administrative Services Worker Trainee | 00600 | RC-014 | 02 |
| Aircraft Dispatcher | 00951 | RC-014 | 12 |
| Aircraft Lead Dispatcher | 00952 | RC-014 | 14 |
| Audio Visual Technician I | 03501 | RC-014 | 06 |
| Audio Visual Technician II | 03502 | RC-014 | 09 |
| Buyer Assistant | 05905 | RC-014 | 10 |
| Check Issuance Machine Operator | 06920 | RC-014 | 09 |
| Check Issuance Machine Supervisor | 06925 | RC-014 | 11 |
| Clerical Trainee | 08050 | RC-014 | 01 |
| Communications Dispatcher | 08815 | RC-014 | 09 |
| Communications Equipment Technician I | 08831 | RC-014 | 17 |
| Communications Equipment Technician II | 08832 | RC-014 | 19 |
| Communications Equipment Technician III | 08833 | RC-014 | 20 |
| Court Reporter | 09900 | RC-014 | 15 |
| Data Processing Assistant | 11420 | RC-014 | 06 |
| Data Processing Operator | 11425 | RC-014 | 04 |
| Data Processing Operator Trainee | 11428 | RC-014 | 02 |
| Drafting Worker | 12749 | RC-014 | 11 |
| Electronic Equipment Installer/Repairer | 13340 | RC-014 | 10 |
| Electronic Equipment Installer/Repairer Lead Worker | 13345 | RC-014 | 12 |
| Electronics Technician | 13360 | RC-014 | 15 |
| Emergency Response Lead Telecommunicator | 13540 | RC-014 | 13 |
| Emergency Response Telecommunicator | 13543 | RC-014 | 11 |
| Employee Benefits Associate | 13554 | RC-014 | 11 |
| Employee Benefits Representative | 13555 | RC-014 | 14 |
| Engineering Technician II | 13732 | RC-014 | 13 |
| Engineering Technician III | 13733 | RC-014 | 16 |
| Executive Secretary I | 14031 | RC-014 | 11 |
| Executive Secretary II | 14032 | RC-014 | 14 |
| Executive Secretary III | 14033 | RC-014 | 16 |
| Graphic Arts Designer | 17366 | RC-014 | 14 |
| Graphic Arts Designer Advanced | 17370 | RC-014 | 16 |
| Graphic Arts Designer Supervisor | 17365 | RC-014 | 18 |
| Graphic Arts Technician | 17400 | RC-014 | 12 |
| Human Resources Assistant | 19690 | RC-014 | 08 |
| Human Resources Associate | 19691 | RC-014 | 11 |
| Human Resources Trainee (Department of Revenue) | 19694 | RC-014 | 07 |
| Industrial Commission Reporter | 21080 | RC-014 | 16 |
| Industrial Commission Technician | 21095 | RC-014 | 11 |
| Insurance Analyst | 21571 | RC-014 | 12 |
| Insurance Analyst Trainee | 21566 | RC-014 | 07 |
| Intermittent Clerk | 21686 | RC-014 | 02H |
| Library Aide I | 23421 | RC-014 | 03 |
| Library Technical Assistant | 23450 | RC-014 | 10 |
| Lottery Telemarketing Representative | 24520 | RC-014 | 09 |
| Microfilm Laboratory Technician I | 27175 | RC-014 | 07 |
| Microfilm Laboratory Technician II | 27176 | RC-014 | 09 |
| Microfilm Operator I | 27181 | RC-014 | 04 |
| Microfilm Operator II | 27182 | RC-014 | 06 |
| Microfilm Operator III | 27183 | RC-014 | 08 |
| Office Administrator I | 29991 | RC-014 | 07 |
| Office Administrator II | 29992 | RC-014 | 09 |
| Office Administrator III | 29993 | RC-014 | 11 |
| Office Aide | 30005 | RC-014 | 02 |
| Office Assistant | 30010 | RC-014 | 06 |
| Office Associate | 30015 | RC-014 | 08 |
| Office Clerk | 30020 | RC-014 | 04 |
| Office Coordinator | 30025 | RC-014 | 09 |
| Photographer | 32080 | RC-014 | 14 |
| Photographic Technician I | 32091 | RC-014 | 11 |
| Photographic Technician II | 32092 | RC-014 | 14 |
| Photographic Technician III | 32093 | RC-014 | 15 |
| Procurement Representative | 34540 | RC-014 | 09 |
| Property and Supply Clerk I | 34791 | RC-014 | 03.5 |
| Property and Supply Clerk II | 34792 | RC-014 | 05.5 |
| Property and Supply Clerk III | 34793 | RC-014 | 08 |
| Rehabilitation Case Coordinator I | 38141 | RC-014 | 08 |
| Rehabilitation Case Coordinator II | 38142 | RC-014 | 10 |
| Reproduction Service Supervisor I | 38201 | RC-014 | 13 |
| Reproduction Service Technician I | 38203 | RC-014 | 05 |
| Reproduction Service Technician II | 38204 | RC-014 | 09 |
| Reproduction Service Technician III | 38205 | RC-014 | 11 |
| Safety Responsibility Analyst | 38910 | RC-014 | 12 |
| Safety Responsibility Analyst Supervisor | 38915 | RC-014 | 14 |
| Storekeeper I | 43051 | RC-014 | 10.5 |
| Storekeeper II | 43052 | RC-014 | 12.5 |
| Storekeeper III | 43053 | RC-014 | 14 |
| Stores Clerk | 43060 | RC-014 | 04.5 |
| Switchboard Operator I | 44411 | RC-014 | 05 |
| Switchboard Operator II | 44412 | RC-014 | 07 |
| Switchboard Operator III | 44413 | RC-014 | 09 |
| Telecommunications Supervisor | 45305 | RC-014 | 20 |
| Telecommunicator | 45321 | RC-014 | 12 |
| Telecommunicator – Command Center | 45316 | RC-014 | 13 |
| Telecommunicator Call Taker | 45322 | RC-014 | 14 |
| Telecommunicator Lead Call Taker | 45323 | RC-014 | 16 |
| Telecommunicator Lead Specialist | 45327 | RC-014 | 17 |
| Telecommunicator Lead Worker | 45324 | RC-014 | 14 |
| Telecommunicator Lead Worker – Command Center | 45318 | RC-014 | 15 |
| Telecommunicator Specialist | 45326 | RC-014 | 15 |
| Telecommunicator Trainee | 45325 | RC-014 | 10 |
| Vehicle Permit Evaluator | 47585 | RC-014 | 11 |
| Veterans Service Officer Associate | 47804 | RC-014 | 13 |

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

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

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

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

**Effective July 1, 2023**

**Bargaining Unit: RC-014**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Grade** | **Pay Plan Code** | **S T E P S** | | | | | | | | | | | |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 01 | B | 2900 | 2993 | 3089 | 3098 | 3168 | 3241 | 3326 | 3399 | 3480 | 3609 | 3750 |
| 01 | Q | 3007 | 3103 | 3201 | 3215 | 3293 | 3365 | 3453 | 3537 | 3617 | 3750 | 3902 |
| 01 | S | 3090 | 3188 | 3286 | 3306 | 3373 | 3447 | 3539 | 3621 | 3700 | 3836 | 3989 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 02 | B | 3017 | 3116 | 3214 | 3225 | 3296 | 3373 | 3460 | 3537 | 3621 | 3755 | 3903 |
| 02 | Q | 3128 | 3230 | 3331 | 3346 | 3427 | 3503 | 3593 | 3681 | 3765 | 3903 | 4060 |
| 02 | S | 3215 | 3318 | 3421 | 3440 | 3510 | 3587 | 3684 | 3769 | 3851 | 3992 | 4152 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 02H | B | 18.57 | 19.18 | 19.78 | 19.85 | 20.28 | 20.76 | 21.29 | 21.77 | 22.28 | 23.11 | 24.02 |
| 02H | Q | 19.25 | 19.88 | 20.50 | 20.59 | 21.09 | 21.56 | 22.11 | 22.65 | 23.17 | 24.02 | 24.98 |
| 02H | S | 19.78 | 20.42 | 21.05 | 21.17 | 21.60 | 22.07 | 22.67 | 23.19 | 23.70 | 24.57 | 25.55 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 03 | B | 3085 | 3182 | 3282 | 3296 | 3373 | 3461 | 3543 | 3630 | 3716 | 3869 | 4023 |
| 03 | Q | 3202 | 3304 | 3408 | 3427 | 3503 | 3594 | 3686 | 3773 | 3860 | 4023 | 4186 |
| 03 | S | 3280 | 3385 | 3490 | 3510 | 3587 | 3686 | 3774 | 3858 | 3946 | 4109 | 4272 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 03.5 | B | 3154 | 3253 | 3356 | 3373 | 3455 | 3543 | 3632 | 3716 | 3810 | 3971 | 4127 |
| 03.5 | Q | 3273 | 3377 | 3481 | 3503 | 3589 | 3686 | 3775 | 3860 | 3957 | 4125 | 4292 |
| 03.5 | S | 3349 | 3457 | 3563 | 3587 | 3681 | 3774 | 3864 | 3946 | 4045 | 4215 | 4384 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 04 | B | 3154 | 3253 | 3356 | 3373 | 3461 | 3556 | 3635 | 3734 | 3819 | 3980 | 4142 |
| 04 | Q | 3273 | 3377 | 3481 | 3503 | 3594 | 3692 | 3777 | 3882 | 3971 | 4138 | 4304 |
| 04 | S | 3349 | 3457 | 3563 | 3587 | 3686 | 3778 | 3868 | 3973 | 4056 | 4223 | 4397 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 04.5 | B | 3229 | 3333 | 3436 | 3455 | 3543 | 3633 | 3727 | 3824 | 3914 | 4079 | 4241 |
| 04.5 | Q | 3350 | 3459 | 3565 | 3589 | 3686 | 3776 | 3876 | 3976 | 4070 | 4242 | 4412 |
| 04.5 | S | 3434 | 3546 | 3657 | 3681 | 3774 | 3867 | 3959 | 4060 | 4159 | 4333 | 4504 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 05 | B | 3234 | 3338 | 3442 | 3461 | 3561 | 3648 | 3746 | 3836 | 3932 | 4094 | 4258 |
| 05 | Q | 3356 | 3464 | 3572 | 3594 | 3696 | 3794 | 3892 | 3987 | 4088 | 4258 | 4426 |
| 05 | S | 3438 | 3548 | 3660 | 3686 | 3780 | 3882 | 3981 | 4079 | 4176 | 4345 | 4518 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 05.5 | B | 3308 | 3414 | 3521 | 3543 | 3635 | 3741 | 3834 | 3932 | 4034 | 4200 | 4363 |
| 05.5 | Q | 3438 | 3548 | 3660 | 3686 | 3777 | 3889 | 3986 | 4088 | 4200 | 4366 | 4540 |
| 05.5 | S | 3519 | 3632 | 3746 | 3774 | 3868 | 3978 | 4078 | 4176 | 4285 | 4456 | 4632 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 06 | B | 3324 | 3431 | 3538 | 3561 | 3650 | 3750 | 3856 | 3952 | 4062 | 4236 | 4404 |
| 06 | Q | 3449 | 3557 | 3669 | 3696 | 3795 | 3899 | 4010 | 4113 | 4221 | 4404 | 4580 |
| 06 | S | 3526 | 3639 | 3752 | 3780 | 3884 | 3984 | 4100 | 4204 | 4315 | 4495 | 4677 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 07 | B | 3408 | 3518 | 3628 | 3650 | 3755 | 3867 | 3975 | 4081 | 4197 | 4387 | 4561 |
| 07 | Q | 3537 | 3650 | 3766 | 3795 | 3903 | 4021 | 4131 | 4245 | 4363 | 4569 | 4751 |
| 07 | S | 3618 | 3734 | 3851 | 3884 | 3992 | 4105 | 4218 | 4335 | 4449 | 4658 | 4843 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 08 | B | 3502 | 3614 | 3726 | 3755 | 3875 | 3987 | 4113 | 4223 | 4346 | 4551 | 4734 |
| 08 | Q | 3638 | 3755 | 3871 | 3903 | 4032 | 4145 | 4280 | 4395 | 4527 | 4740 | 4931 |
| 08 | S | 3717 | 3837 | 3956 | 3992 | 4114 | 4236 | 4371 | 4490 | 4618 | 4830 | 5025 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 09 | B | 3610 | 3725 | 3842 | 3875 | 3994 | 4122 | 4249 | 4385 | 4516 | 4730 | 4918 |
| 09 | Q | 3754 | 3874 | 3995 | 4032 | 4156 | 4289 | 4421 | 4566 | 4702 | 4925 | 5125 |
| 09 | S | 3829 | 3951 | 4076 | 4114 | 4241 | 4377 | 4513 | 4657 | 4794 | 5020 | 5223 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 10 | B | 3722 | 3842 | 3962 | 3998 | 4144 | 4267 | 4409 | 4548 | 4687 | 4926 | 5126 |
| 10 | Q | 3869 | 3995 | 4118 | 4160 | 4313 | 4441 | 4593 | 4736 | 4886 | 5145 | 5350 |
| 10 | S | 3948 | 4076 | 4203 | 4245 | 4398 | 4531 | 4682 | 4826 | 4984 | 5241 | 5450 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 10.5 | B | 3831 | 3953 | 4078 | 4116 | 4249 | 4395 | 4528 | 4686 | 4824 | 5070 | 5275 |
| 10.5 | Q | 3985 | 4113 | 4242 | 4286 | 4421 | 4577 | 4718 | 4883 | 5029 | 5288 | 5503 |
| 10.5 | S | 4065 | 4195 | 4326 | 4374 | 4513 | 4670 | 4808 | 4983 | 5127 | 5390 | 5609 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 11 | B | 3858 | 3983 | 4105 | 4145 | 4287 | 4426 | 4586 | 4736 | 4884 | 5143 | 5348 |
| 11 | Q | 4010 | 4139 | 4267 | 4315 | 4468 | 4612 | 4778 | 4938 | 5093 | 5368 | 5582 |
| 11 | S | 4086 | 4218 | 4350 | 4400 | 4553 | 4701 | 4869 | 5030 | 5190 | 5464 | 5683 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 12 | B | 4010 | 4139 | 4267 | 4315 | 4472 | 4618 | 4791 | 4948 | 5129 | 5406 | 5620 |
| 12 | Q | 4169 | 4306 | 4439 | 4491 | 4656 | 4810 | 4994 | 5167 | 5352 | 5643 | 5870 |
| 12 | S | 4249 | 4386 | 4525 | 4578 | 4744 | 4900 | 5091 | 5263 | 5452 | 5745 | 5976 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 12.5 | B | 4102 | 4236 | 4369 | 4415 | 4579 | 4738 | 4919 | 5088 | 5254 | 5540 | 5763 |
| 12.5 | Q | 4268 | 4408 | 4546 | 4599 | 4769 | 4941 | 5129 | 5311 | 5484 | 5795 | 6021 |
| 12.5 | S | 4350 | 4491 | 4632 | 4687 | 4864 | 5033 | 5230 | 5411 | 5582 | 5893 | 6127 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 13 | B | 4158 | 4292 | 4426 | 4476 | 4640 | 4816 | 4996 | 5178 | 5373 | 5672 | 5896 |
| 13 | Q | 4325 | 4466 | 4606 | 4660 | 4830 | 5023 | 5219 | 5410 | 5609 | 5927 | 6165 |
| 13 | S | 4406 | 4549 | 4691 | 4750 | 4924 | 5120 | 5319 | 5506 | 5710 | 6030 | 6271 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 14 | B | 4331 | 4471 | 4610 | 4668 | 4843 | 5033 | 5254 | 5444 | 5650 | 5982 | 6221 |
| 14 | Q | 4514 | 4658 | 4805 | 4866 | 5048 | 5258 | 5484 | 5690 | 5908 | 6250 | 6498 |
| 14 | S | 4593 | 4742 | 4890 | 4956 | 5149 | 5350 | 5582 | 5793 | 6008 | 6350 | 6601 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 15 | B | 4499 | 4646 | 4791 | 4854 | 5067 | 5276 | 5481 | 5702 | 5918 | 6275 | 6522 |
| 15 | Q | 4692 | 4844 | 4997 | 5064 | 5285 | 5506 | 5727 | 5964 | 6184 | 6551 | 6818 |
| 15 | S | 4777 | 4932 | 5087 | 5155 | 5384 | 5602 | 5828 | 6065 | 6285 | 6656 | 6921 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 16 | B | 4706 | 4859 | 5011 | 5080 | 5305 | 5540 | 5770 | 6011 | 6251 | 6621 | 6887 |
| 16 | Q | 4907 | 5067 | 5227 | 5299 | 5540 | 5795 | 6034 | 6284 | 6534 | 6922 | 7202 |
| 16 | S | 5001 | 5164 | 5322 | 5402 | 5640 | 5893 | 6136 | 6381 | 6635 | 7018 | 7300 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 17 | B | 4928 | 5087 | 5246 | 5322 | 5567 | 5823 | 6069 | 6316 | 6572 | 6963 | 7243 |
| 17 | Q | 5137 | 5303 | 5470 | 5553 | 5818 | 6085 | 6341 | 6598 | 6868 | 7277 | 7571 |
| 17 | S | 5229 | 5398 | 5567 | 5652 | 5921 | 6189 | 6445 | 6700 | 6968 | 7382 | 7675 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 18 | B | 5181 | 5350 | 5517 | 5601 | 5870 | 6141 | 6425 | 6684 | 6953 | 7367 | 7664 |
| 18 | Q | 5408 | 5583 | 5757 | 5851 | 6138 | 6424 | 6714 | 6989 | 7268 | 7703 | 8011 |
| 18 | S | 5495 | 5673 | 5853 | 5947 | 6236 | 6522 | 6817 | 7090 | 7372 | 7799 | 8114 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 19 | B | 5456 | 5633 | 5808 | 5901 | 6203 | 6495 | 6794 | 7084 | 7379 | 7828 | 8140 |
| 19 | Q | 5698 | 5884 | 6067 | 6168 | 6485 | 6783 | 7108 | 7402 | 7714 | 8179 | 8507 |
| 19 | S | 5793 | 5978 | 6168 | 6274 | 6588 | 6889 | 7207 | 7506 | 7817 | 8280 | 8611 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 20 | B | 5757 | 5946 | 6133 | 6235 | 6550 | 6853 | 7181 | 7494 | 7804 | 8278 | 8610 |
| 20 | Q | 6014 | 6209 | 6404 | 6517 | 6844 | 7168 | 7508 | 7830 | 8156 | 8654 | 9001 |
| 20 | S | 6108 | 6308 | 6506 | 6620 | 6946 | 7268 | 7607 | 7931 | 8257 | 8752 | 9102 |

**Effective January 1, 2024**

**Bargaining Unit: RC-014**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Grade** | | **Pay Plan Code** | | **S T E P S** | | | | | | | | | | | | | | | | | | | | | |
| **1c** | | **1b** | | **1a** | | **1** | | **2** | | **3** | | **4** | | **5** | | **6** | | **7** | | **8** | |
| 01 | B | | 2973 | | 3068 | | 3166 | | 3175 | | 3247 | | 3322 | | 3409 | | 3484 | | 3567 | | 3699 | | 3844 | |
| 01 | Q | | 3082 | | 3181 | | 3281 | | 3295 | | 3375 | | 3449 | | 3539 | | 3625 | | 3707 | | 3844 | | 4000 | |
| 01 | S | | 3167 | | 3268 | | 3368 | | 3389 | | 3457 | | 3533 | | 3627 | | 3712 | | 3793 | | 3932 | | 4089 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 02 | B | | 3092 | | 3194 | | 3294 | | 3306 | | 3378 | | 3457 | | 3547 | | 3625 | | 3712 | | 3849 | | 4001 | |
| 02 | Q | | 3206 | | 3311 | | 3414 | | 3430 | | 3513 | | 3591 | | 3683 | | 3773 | | 3859 | | 4001 | | 4162 | |
| 02 | S | | 3295 | | 3401 | | 3507 | | 3526 | | 3598 | | 3677 | | 3776 | | 3863 | | 3947 | | 4092 | | 4256 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 02H | B | | 19.03 | | 19.66 | | 20.27 | | 20.34 | | 20.79 | | 21.27 | | 21.83 | | 22.31 | | 22.84 | | 23.69 | | 24.62 | |
| 02H | Q | | 19.73 | | 20.38 | | 21.01 | | 21.11 | | 21.62 | | 22.10 | | 22.66 | | 23.22 | | 23.75 | | 24.62 | | 25.61 | |
| 02H | S | | 20.28 | | 20.93 | | 21.58 | | 21.70 | | 22.14 | | 22.63 | | 23.24 | | 23.77 | | 24.29 | | 25.18 | | 26.19 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 03 | B | | 3162 | | 3262 | | 3364 | | 3378 | | 3457 | | 3548 | | 3632 | | 3721 | | 3809 | | 3966 | | 4124 | |
| 03 | Q | | 3282 | | 3387 | | 3493 | | 3513 | | 3591 | | 3684 | | 3778 | | 3867 | | 3957 | | 4124 | | 4291 | |
| 03 | S | | 3362 | | 3470 | | 3577 | | 3598 | | 3677 | | 3778 | | 3868 | | 3954 | | 4045 | | 4212 | | 4379 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 03.5 | B | | 3233 | | 3334 | | 3440 | | 3457 | | 3541 | | 3632 | | 3723 | | 3809 | | 3905 | | 4070 | | 4230 | |
| 03.5 | Q | | 3355 | | 3461 | | 3568 | | 3591 | | 3679 | | 3778 | | 3869 | | 3957 | | 4056 | | 4228 | | 4399 | |
| 03.5 | S | | 3433 | | 3543 | | 3652 | | 3677 | | 3773 | | 3868 | | 3961 | | 4045 | | 4146 | | 4320 | | 4494 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 04 | B | | 3233 | | 3334 | | 3440 | | 3457 | | 3548 | | 3645 | | 3726 | | 3827 | | 3914 | | 4080 | | 4246 | |
| 04 | Q | | 3355 | | 3461 | | 3568 | | 3591 | | 3684 | | 3784 | | 3871 | | 3979 | | 4070 | | 4241 | | 4412 | |
| 04 | S | | 3433 | | 3543 | | 3652 | | 3677 | | 3778 | | 3872 | | 3965 | | 4072 | | 4157 | | 4329 | | 4507 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 04.5 | B | | 3310 | | 3416 | | 3522 | | 3541 | | 3632 | | 3724 | | 3820 | | 3920 | | 4012 | | 4181 | | 4347 | |
| 04.5 | Q | | 3434 | | 3545 | | 3654 | | 3679 | | 3778 | | 3870 | | 3973 | | 4075 | | 4172 | | 4348 | | 4522 | |
| 04.5 | S | | 3520 | | 3635 | | 3748 | | 3773 | | 3868 | | 3964 | | 4058 | | 4162 | | 4263 | | 4441 | | 4617 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 05 | B | | 3315 | | 3421 | | 3528 | | 3548 | | 3650 | | 3739 | | 3840 | | 3932 | | 4030 | | 4196 | | 4364 | |
| 05 | Q | | 3440 | | 3551 | | 3661 | | 3684 | | 3788 | | 3889 | | 3989 | | 4087 | | 4190 | | 4364 | | 4537 | |
| 05 | S | | 3524 | | 3637 | | 3752 | | 3778 | | 3875 | | 3979 | | 4081 | | 4181 | | 4280 | | 4454 | | 4631 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 05.5 | B | | 3391 | | 3499 | | 3609 | | 3632 | | 3726 | | 3835 | | 3930 | | 4030 | | 4135 | | 4305 | | 4472 | |
| 05.5 | Q | | 3524 | | 3637 | | 3752 | | 3778 | | 3871 | | 3986 | | 4086 | | 4190 | | 4305 | | 4475 | | 4654 | |
| 05.5 | S | | 3607 | | 3723 | | 3840 | | 3868 | | 3965 | | 4077 | | 4180 | | 4280 | | 4392 | | 4567 | | 4748 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 06 | B | | 3407 | | 3517 | | 3626 | | 3650 | | 3741 | | 3844 | | 3952 | | 4051 | | 4164 | | 4342 | | 4514 | |
| 06 | Q | | 3535 | | 3646 | | 3761 | | 3788 | | 3890 | | 3996 | | 4110 | | 4216 | | 4327 | | 4514 | | 4695 | |
| 06 | S | | 3614 | | 3730 | | 3846 | | 3875 | | 3981 | | 4084 | | 4203 | | 4309 | | 4423 | | 4607 | | 4794 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 07 | B | | 3493 | | 3606 | | 3719 | | 3741 | | 3849 | | 3964 | | 4074 | | 4183 | | 4302 | | 4497 | | 4675 | |
| 07 | Q | | 3625 | | 3741 | | 3860 | | 3890 | | 4001 | | 4122 | | 4234 | | 4351 | | 4472 | | 4683 | | 4870 | |
| 07 | S | | 3708 | | 3827 | | 3947 | | 3981 | | 4092 | | 4208 | | 4323 | | 4443 | | 4560 | | 4774 | | 4964 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 08 | B | | 3590 | | 3704 | | 3819 | | 3849 | | 3972 | | 4087 | | 4216 | | 4329 | | 4455 | | 4665 | | 4852 | |
| 08 | Q | | 3729 | | 3849 | | 3968 | | 4001 | | 4133 | | 4249 | | 4387 | | 4505 | | 4640 | | 4859 | | 5054 | |
| 08 | S | | 3810 | | 3933 | | 4055 | | 4092 | | 4217 | | 4342 | | 4480 | | 4602 | | 4733 | | 4951 | | 5151 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 09 | B | | 3700 | | 3818 | | 3938 | | 3972 | | 4094 | | 4225 | | 4355 | | 4495 | | 4629 | | 4848 | | 5041 | |
| 09 | Q | | 3848 | | 3971 | | 4095 | | 4133 | | 4260 | | 4396 | | 4532 | | 4680 | | 4820 | | 5048 | | 5253 | |
| 09 | S | | 3925 | | 4050 | | 4178 | | 4217 | | 4347 | | 4486 | | 4626 | | 4773 | | 4914 | | 5146 | | 5354 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 10 | B | | 3815 | | 3938 | | 4061 | | 4098 | | 4248 | | 4374 | | 4519 | | 4662 | | 4804 | | 5049 | | 5254 | |
| 10 | Q | | 3966 | | 4095 | | 4221 | | 4264 | | 4421 | | 4552 | | 4708 | | 4854 | | 5008 | | 5274 | | 5484 | |
| 10 | S | | 4047 | | 4178 | | 4308 | | 4351 | | 4508 | | 4644 | | 4799 | | 4947 | | 5109 | | 5372 | | 5586 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 10.5 | B | | 3927 | | 4052 | | 4180 | | 4219 | | 4355 | | 4505 | | 4641 | | 4803 | | 4945 | | 5197 | | 5407 | |
| 10.5 | Q | | 4085 | | 4216 | | 4348 | | 4393 | | 4532 | | 4691 | | 4836 | | 5005 | | 5155 | | 5420 | | 5641 | |
| 10.5 | S | | 4167 | | 4300 | | 4434 | | 4483 | | 4626 | | 4787 | | 4928 | | 5108 | | 5255 | | 5525 | | 5749 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 11 | B | | 3954 | | 4083 | | 4208 | | 4249 | | 4394 | | 4537 | | 4701 | | 4854 | | 5006 | | 5272 | | 5482 | |
| 11 | Q | | 4110 | | 4242 | | 4374 | | 4423 | | 4580 | | 4727 | | 4897 | | 5061 | | 5220 | | 5502 | | 5722 | |
| 11 | S | | 4188 | | 4323 | | 4459 | | 4510 | | 4667 | | 4819 | | 4991 | | 5156 | | 5320 | | 5601 | | 5825 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 12 | B | | 4110 | | 4242 | | 4374 | | 4423 | | 4584 | | 4733 | | 4911 | | 5072 | | 5257 | | 5541 | | 5761 | |
| 12 | Q | | 4273 | | 4414 | | 4550 | | 4603 | | 4772 | | 4930 | | 5119 | | 5296 | | 5486 | | 5784 | | 6017 | |
| 12 | S | | 4355 | | 4496 | | 4638 | | 4692 | | 4863 | | 5023 | | 5218 | | 5395 | | 5588 | | 5889 | | 6125 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 12.5 | B | | 4205 | | 4342 | | 4478 | | 4525 | | 4693 | | 4856 | | 5042 | | 5215 | | 5385 | | 5679 | | 5907 | |
| 12.5 | Q | | 4375 | | 4518 | | 4660 | | 4714 | | 4888 | | 5065 | | 5257 | | 5444 | | 5621 | | 5940 | | 6172 | |
| 12.5 | S | | 4459 | | 4603 | | 4748 | | 4804 | | 4986 | | 5159 | | 5361 | | 5546 | | 5722 | | 6040 | | 6280 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 13 | B | | 4262 | | 4399 | | 4537 | | 4588 | | 4756 | | 4936 | | 5121 | | 5307 | | 5507 | | 5814 | | 6043 | |
| 13 | Q | | 4433 | | 4578 | | 4721 | | 4777 | | 4951 | | 5149 | | 5349 | | 5545 | | 5749 | | 6075 | | 6319 | |
| 13 | S | | 4516 | | 4663 | | 4808 | | 4869 | | 5047 | | 5248 | | 5452 | | 5644 | | 5853 | | 6181 | | 6428 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 14 | B | | 4439 | | 4583 | | 4725 | | 4785 | | 4964 | | 5159 | | 5385 | | 5580 | | 5791 | | 6132 | | 6377 | |
| 14 | Q | | 4627 | | 4774 | | 4925 | | 4988 | | 5174 | | 5389 | | 5621 | | 5832 | | 6056 | | 6406 | | 6660 | |
| 14 | S | | 4708 | | 4861 | | 5012 | | 5080 | | 5278 | | 5484 | | 5722 | | 5938 | | 6158 | | 6509 | | 6766 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 15 | B | | 4611 | | 4762 | | 4911 | | 4975 | | 5194 | | 5408 | | 5618 | | 5845 | | 6066 | | 6432 | | 6685 | |
| 15 | Q | | 4809 | | 4965 | | 5122 | | 5191 | | 5417 | | 5644 | | 5870 | | 6113 | | 6339 | | 6715 | | 6988 | |
| 15 | S | | 4896 | | 5055 | | 5214 | | 5284 | | 5519 | | 5742 | | 5974 | | 6217 | | 6442 | | 6822 | | 7094 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 16 | B | | 4824 | | 4980 | | 5136 | | 5207 | | 5438 | | 5679 | | 5914 | | 6161 | | 6407 | | 6787 | | 7059 | |
| 16 | Q | | 5030 | | 5194 | | 5358 | | 5431 | | 5679 | | 5940 | | 6185 | | 6441 | | 6697 | | 7095 | | 7382 | |
| 16 | S | | 5126 | | 5293 | | 5455 | | 5537 | | 5781 | | 6040 | | 6289 | | 6541 | | 6801 | | 7193 | | 7483 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 17 | B | | 5051 | | 5214 | | 5377 | | 5455 | | 5706 | | 5969 | | 6221 | | 6474 | | 6736 | | 7137 | | 7424 | |
| 17 | Q | | 5265 | | 5436 | | 5607 | | 5692 | | 5963 | | 6237 | | 6500 | | 6763 | | 7040 | | 7459 | | 7760 | |
| 17 | S | | 5360 | | 5533 | | 5706 | | 5793 | | 6069 | | 6344 | | 6606 | | 6868 | | 7142 | | 7567 | | 7867 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 18 | B | | 5311 | | 5484 | | 5655 | | 5741 | | 6017 | | 6295 | | 6586 | | 6851 | | 7127 | | 7551 | | 7856 | |
| 18 | Q | | 5543 | | 5723 | | 5901 | | 5997 | | 6291 | | 6585 | | 6882 | | 7164 | | 7450 | | 7896 | | 8211 | |
| 18 | S | | 5632 | | 5815 | | 5999 | | 6096 | | 6392 | | 6685 | | 6987 | | 7267 | | 7556 | | 7994 | | 8317 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 19 | B | | 5592 | | 5774 | | 5953 | | 6049 | | 6358 | | 6657 | | 6964 | | 7261 | | 7563 | | 8024 | | 8344 | |
| 19 | Q | | 5840 | | 6031 | | 6219 | | 6322 | | 6647 | | 6953 | | 7286 | | 7587 | | 7907 | | 8383 | | 8720 | |
| 19 | S | | 5938 | | 6127 | | 6322 | | 6431 | | 6753 | | 7061 | | 7387 | | 7694 | | 8012 | | 8487 | | 8826 | |
|  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| 20 | B | | 5901 | | 6095 | | 6286 | | 6391 | | 6714 | | 7024 | | 7361 | | 7681 | | 7999 | | 8485 | | 8825 | |
| 20 | Q | | 6164 | | 6364 | | 6564 | | 6680 | | 7015 | | 7347 | | 7696 | | 8026 | | 8360 | | 8870 | | 9226 | |
| 20 | S | | 6261 | | 6466 | | 6669 | | 6786 | | 7120 | | 7450 | | 7797 | | 8129 | | 8463 | | 8971 | | 9330 | |

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