

BUDG



OFFICE OF THE MAYOR  
CITY OF CHICAGO

BRANDON JOHNSON  
MAYOR

October 16, 2023

TO THE HONORABLE, THE CITY COUNCIL  
OF THE CITY OF CHICAGO

Ladies and Gentlemen:

At the request of the Budget Director, I transmit herewith a resolution amending the Salary Resolution.

Your favorable consideration of this resolution will be appreciated.

Very truly yours,

A handwritten signature in blue ink, appearing to read "BJ", with a horizontal line extending to the right.

Mayor

## RESOLUTION

### **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:**

**SECTION 1.** The Regulations Governing the Administration of the Classification Plan and Employee Benefits for Classified Positions set forth in the Annual Appropriation Ordinance ("the Salary Regulations") are hereby amended by deleting the language struck through, and by adding the underscored text, as follows:

#### **REGULATIONS GOVERNING THE ADMINISTRATION OF THE CLASSIFICATION PLAN AND EMPLOYEE BENEFITS FOR CLASSIFIED POSITIONS SET FORTH IN THE ANNUAL APPROPRIATION ORDINANCE.**

*(Omitted text is unaffected by this resolution)*

#### **F. Automobile Allowance.**

Employees shall be reimbursed for the use of personally owned automobiles in the conduct of City business according to the provisions of the Annual Appropriation Ordinance.

An employee who is authorized and receives compensation for the use of his personally owned automobile in the conduct of City business shall provide proof of insurance coverage in the manner required by the Department of Finance ~~in an amount not less than the minimum amount of liability insurance required under Illinois law to operate, register or maintain registration of a motor vehicle and shall place on file with his department head a certificate of insurance showing the City of Chicago as an additional insured on his personal policy.~~

In determining actual mileage for which compensation will be paid, the mileage from the employee's place of assignment or home to his first work stop, whichever is shorter for the conduct of City business, and on return from his last stop, the mileage to his place of assignment or home, whichever is shorter shall be included in his daily mileage report for automobile mileage compensation. The daily mileage report shall be on the form prescribed by the Budget Director and shall be kept on file by the department head subject to audit by the Budget Director and the Chairmen of the Committees on the Budget and Government Operations and Finance and Workforce Development and Audit of the City Council.

#### **G. Holidays, Vacations And Sick Leave For Positions In The Classified Service.**

- (1) Designation Of Holidays.

*(Omitted text is unaffected by this resolution)*

(b) The following days are hereby declared holidays for prevailing rate employees subject to the control of the Mayor and the City Council:

1. New Year's Day
2. Dr. Martin Luther King, Jr.'s Birthday
3. Pulaski Day

4. Memorial Day
5. Juneteenth
6. Independence Day
7. Labor Day
8. Columbus Day
9. Veterans Day
- 9-10. Thanksgiving Day
- 10-11. Christmas Day

*(Omitted text is unaffected by this resolution)*

(2) Vacation Leave.

Except as otherwise provided in a collective bargaining agreement, this Section G(2) shall govern vacation leave for all employees:

*(Omitted text is unaffected by this resolution)*

(c) Up to five ~~Five~~ days vacation leave may be carried over from the calendar year in which such vacation was due to the next calendar year for employees with less than 10 years of service. Starting with the vacation carryover process from 2023 to 2024, seven days' vacation leave may be carried over from the calendar year in which such vacation was due to the next calendar year for employees with 10 years of service or more. Carry over vacation leave is to be on file subject to audit by the Budget Director and/or the Commissioner of Human Resources.

*(Omitted text is unaffected by this resolution)*

(g) Any employee of the City of Chicago, ~~except an employee appointed to City service after September 8, 1986,~~ who has rendered service to the County of Cook, the Chicago Park District, the Chicago Housing Authority, the Forest Preserve District, the Metropolitan Sanitary District of Greater Chicago, the State of Illinois, the Chicago Board of Education, the City Colleges of Chicago, Community College District 508, the Chicago Transit Authority, the Public Building Commission of Chicago, the Chicago Urban Transportation District, and the Regional Transportation Authority, shall have the right to have the period of such service credited and counted for the purpose of computing the number of years of service as an employee of the City for vacation credit, provided that such service has been continuous as defined in this resolution. However, vacation time accrued while working for another public agency shall not be transferable.

*(Omitted text is unaffected by this resolution)*

**SECTION 2.** The Classification and Pay Plan and the Salary Schedules thereto set forth in the Annual Appropriation Ordinance is hereby deleting all existing salary schedules, with the exception of Schedule F, and replacing them, as follows:

**Y: SALARY SCHEDULE for AVIATION SECURITY SERGEANTS**  
 Effective Date 1/1/2024

	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Grade	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP-BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 7 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 10 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 12 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 15 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 19 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 22 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 24 YRS CONTINUOUS SERVICE
15 Annual	\$70,956	\$74,328	\$77,844	\$81,588	\$82,728	\$87,564	\$91,680	\$96,048	\$100,644	\$105,372	\$110,412	\$115,668
Monthly	\$5,913.00	\$6,194.00	\$6,487.00	\$6,799.00	\$6,894.00	\$7,297.00	\$7,640.00	\$8,004.00	\$8,387.00	\$8,781.00	\$9,201.00	\$9,639.00

**X: SALARY SCHEDULE for Non-REPRESENTED SENIOR MANAGEMENT EMPLOYEES**

Effective Date 1/1/2024

Grade	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8		MAXIMUM RATE		
	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	MAXIMUM RATE
21	\$131,856	\$10,988.00	\$148,668	\$12,389.00	\$158,496	\$13,208.00	\$165,468	\$13,789.00	\$170,880	\$14,240.00	\$175,296	\$14,608.00	\$179,040	\$14,920.00	\$182,268	\$15,189.00	\$185,124	\$15,427.00	\$185,124
22	\$122,712	\$10,226.00	\$138,324	\$11,527.00	\$147,456	\$12,288.00	\$153,948	\$12,829.00	\$158,976	\$13,248.00	\$163,080	\$13,590.00	\$166,548	\$13,879.00	\$169,572	\$14,131.00	\$172,212	\$14,351.00	\$172,212
23	\$107,628	\$8,969.00	\$121,212	\$10,101.00	\$129,168	\$10,764.00	\$134,796	\$11,233.00	\$139,176	\$11,598.00	\$142,740	\$11,895.00	\$145,764	\$12,147.00	\$148,380	\$12,365.00	\$150,696	\$12,558.00	\$150,696
31	\$145,092	\$12,091.00	\$164,004	\$13,667.00	\$175,068	\$14,589.00	\$182,916	\$15,243.00	\$189,012	\$15,751.00	\$193,980	\$16,165.00	\$198,192	\$16,516.00	\$201,828	\$16,819.00	\$205,044	\$17,087.00	\$205,044
32	\$135,084	\$11,257.00	\$152,748	\$12,729.00	\$163,068	\$13,589.00	\$170,400	\$14,200.00	\$176,076	\$14,673.00	\$180,732	\$15,061.00	\$184,644	\$15,387.00	\$188,052	\$15,671.00	\$191,052	\$15,921.00	\$191,052
33	\$118,128	\$9,844.00	\$133,524	\$11,127.00	\$142,536	\$11,878.00	\$148,920	\$12,410.00	\$153,888	\$12,824.00	\$157,932	\$13,161.00	\$161,364	\$13,447.00	\$164,328	\$13,694.00	\$166,944	\$13,912.00	\$166,944
41	\$159,624	\$13,302.00	\$179,412	\$14,951.00	\$191,004	\$15,917.00	\$199,224	\$16,602.00	\$205,584	\$17,132.00	\$210,804	\$17,567.00	\$215,196	\$17,933.00	\$219,012	\$18,251.00	\$222,372	\$18,531.00	\$222,372
42	\$148,548	\$12,379.00	\$167,880	\$13,990.00	\$179,208	\$14,934.00	\$187,236	\$15,603.00	\$193,476	\$16,123.00	\$198,564	\$16,547.00	\$202,872	\$16,906.00	\$206,592	\$17,216.00	\$209,880	\$17,490.00	\$209,880
43	\$129,936	\$10,828.00	\$146,376	\$12,198.00	\$156,000	\$13,000.00	\$162,816	\$13,568.00	\$168,120	\$14,010.00	\$172,440	\$14,370.00	\$176,088	\$14,674.00	\$179,268	\$14,939.00	\$182,064	\$15,172.00	\$182,064

W: OPERATING ENGINEERS - LOCAL 150 - Salary Schedule for BRIDGE OPERATORS  
 Effective Date 1/1/2024

Grade	BASE SALARY PLAN			INTERMEDIATE RATES			LONGEVITY RATES					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
11 Annual	\$55,356	\$57,996	\$60,744	\$63,696	\$66,672	\$70,572	\$73,932	\$77,376	\$81,108	\$84,936	\$89,004	\$93,216
Monthly	\$4,613.00	\$4,833.00	\$5,062.00	\$5,308.00	\$5,556.00	\$5,881.00	\$6,161.00	\$6,448.00	\$6,759.00	\$7,078.00	\$7,417.00	\$7,768.00
12 Annual	\$60,744	\$63,696	\$66,672	\$69,876	\$73,176	\$77,376	\$81,108	\$84,936	\$89,004	\$93,216	\$97,632	\$102,300
Monthly	\$5,062.00	\$5,308.00	\$5,556.00	\$5,823.00	\$6,098.00	\$6,448.00	\$6,759.00	\$7,078.00	\$7,417.00	\$7,768.00	\$8,136.00	\$8,525.00

V: LABORERS LOCAL 1001  
Effective Date 1/1/2024

Grade	BASE SALARY PLAN			INTERMEDIATE RATES					LONGEVITY RATES				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE	
5 Annual	\$34,800	\$36,420	\$38,232	\$40,032	\$41,904	\$44,340	\$46,488	\$48,672	\$50,952	\$53,436	\$55,932	\$58,536	
5 Monthly	\$2,900.00	\$3,035.00	\$3,186.00	\$3,336.00	\$3,492.00	\$3,695.00	\$3,874.00	\$4,056.00	\$4,246.00	\$4,453.00	\$4,661.00	\$4,878.00	
6 Annual	\$38,232	\$40,032	\$41,904	\$43,884	\$46,020	\$48,672	\$50,952	\$53,436	\$55,932	\$58,536	\$61,344	\$64,308	
6 Monthly	\$3,186.00	\$3,336.00	\$3,492.00	\$3,657.00	\$3,835.00	\$4,056.00	\$4,246.00	\$4,453.00	\$4,661.00	\$4,878.00	\$5,112.00	\$5,359.00	
7 Annual	\$40,032	\$41,904	\$43,884	\$46,020	\$48,144	\$50,952	\$53,436	\$55,932	\$58,536	\$61,344	\$64,308	\$67,320	
7 Monthly	\$3,336.00	\$3,492.00	\$3,657.00	\$3,835.00	\$4,012.00	\$4,246.00	\$4,453.00	\$4,661.00	\$4,878.00	\$5,112.00	\$5,359.00	\$5,610.00	
8 Annual	\$41,904	\$43,884	\$46,020	\$48,144	\$50,448	\$53,436	\$55,932	\$58,536	\$61,344	\$64,308	\$67,320	\$70,572	
8 Monthly	\$3,492.00	\$3,657.00	\$3,835.00	\$4,012.00	\$4,204.00	\$4,453.00	\$4,661.00	\$4,878.00	\$5,112.00	\$5,359.00	\$5,610.00	\$5,881.00	
9 Annual	\$46,020	\$48,144	\$50,448	\$52,896	\$55,356	\$58,536	\$61,344	\$64,308	\$67,320	\$70,572	\$73,932	\$77,376	
9 Monthly	\$3,835.00	\$4,012.00	\$4,204.00	\$4,408.00	\$4,613.00	\$4,878.00	\$5,112.00	\$5,359.00	\$5,610.00	\$5,881.00	\$6,161.00	\$6,448.00	
10 Annual	\$50,448	\$52,896	\$55,356	\$57,996	\$60,744	\$64,308	\$67,320	\$70,572	\$73,932	\$77,376	\$81,108	\$84,936	
10 Monthly	\$4,204.00	\$4,408.00	\$4,613.00	\$4,833.00	\$5,062.00	\$5,359.00	\$5,610.00	\$5,881.00	\$6,161.00	\$6,448.00	\$6,759.00	\$7,078.00	
11 Annual	\$55,356	\$57,996	\$60,744	\$63,696	\$66,672	\$70,572	\$73,932	\$77,376	\$81,108	\$84,936	\$89,004	\$93,216	
11 Monthly	\$4,613.00	\$4,833.00	\$5,062.00	\$5,308.00	\$5,556.00	\$5,881.00	\$6,161.00	\$6,448.00	\$6,759.00	\$7,078.00	\$7,417.00	\$7,768.00	
12 Annual	\$60,744	\$63,696	\$66,672	\$69,876	\$73,176	\$77,376	\$81,108	\$84,936	\$89,004	\$93,216	\$97,632	\$102,300	
12 Monthly	\$5,062.00	\$5,308.00	\$5,556.00	\$5,823.00	\$6,098.00	\$6,448.00	\$6,759.00	\$7,078.00	\$7,417.00	\$7,768.00	\$8,136.00	\$8,525.00	
13 Annual	\$66,672	\$69,876	\$73,176	\$76,608	\$80,280	\$84,936	\$89,004	\$93,216	\$97,632	\$102,300	\$107,064	\$112,212	
13 Monthly	\$5,556.00	\$5,823.00	\$6,098.00	\$6,384.00	\$6,690.00	\$7,078.00	\$7,417.00	\$7,768.00	\$8,136.00	\$8,525.00	\$8,922.00	\$9,351.00	
14 Annual	\$73,176	\$76,608	\$80,280	\$84,108	\$88,104	\$93,216	\$97,632	\$102,300	\$107,064	\$112,212	\$117,576	\$123,120	
14 Monthly	\$6,098.00	\$6,384.00	\$6,690.00	\$7,009.00	\$7,342.00	\$7,768.00	\$8,136.00	\$8,525.00	\$8,922.00	\$9,351.00	\$9,798.00	\$10,260.00	
15 Annual	\$80,280	\$84,108	\$88,104	\$92,304	\$96,648	\$102,300	\$107,064	\$112,212	\$117,576	\$123,120	\$129,012	\$135,120	
15 Monthly	\$6,690.00	\$7,009.00	\$7,342.00	\$7,692.00	\$8,054.00	\$8,525.00	\$8,922.00	\$9,351.00	\$9,798.00	\$10,260.00	\$10,751.00	\$11,260.00	
16 Annual	\$88,104	\$92,304	\$96,648	\$101,292	\$106,032	\$112,212	\$117,576	\$123,120	\$129,012	\$135,120	\$141,552	\$148,260	
16 Monthly	\$7,342.00	\$7,692.00	\$8,054.00	\$8,441.00	\$8,836.00	\$9,351.00	\$9,798.00	\$10,260.00	\$10,751.00	\$11,260.00	\$11,796.00	\$12,355.00	
17 Annual	\$96,648	\$101,292	\$106,032	\$111,108	\$116,436	\$123,120	\$129,012	\$135,120	\$141,552	\$148,260	\$155,280	\$162,660	
17 Monthly	\$8,054.00	\$8,441.00	\$8,836.00	\$9,259.00	\$9,703.00	\$10,260.00	\$10,751.00	\$11,260.00	\$11,796.00	\$12,355.00	\$12,940.00	\$13,555.00	

U: LABORERS LOCAL 1092  
Effective Date 1/1/2024

Grade	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
	STEP 1 FIRST 6 MONTHS	STEP 2 NEXT 12 MONTHS	STEP 3 NEXT 12 MONTHS	STEP 4 NEXT 12 MONTHS	STEP 5 AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	STEP 6 AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	STEP 7 AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	STEP 8 AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	STEP 9 AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	STEP 10 AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	STEP 11 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	STEP 12 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
5 Annual	\$34,800	\$36,420	\$38,232	\$40,032	\$41,904	\$44,340	\$46,488	\$48,672	\$50,952	\$53,436	\$55,932	\$58,536
5 Monthly	\$2,900.00	\$3,035.00	\$3,186.00	\$3,336.00	\$3,492.00	\$3,695.00	\$3,874.00	\$4,056.00	\$4,246.00	\$4,453.00	\$4,661.00	\$4,878.00
6 Annual	\$38,232	\$40,032	\$41,904	\$43,884	\$46,020	\$48,672	\$50,952	\$53,436	\$55,932	\$58,536	\$61,344	\$64,308
6 Monthly	\$3,186.00	\$3,336.00	\$3,492.00	\$3,657.00	\$3,835.00	\$4,056.00	\$4,246.00	\$4,453.00	\$4,661.00	\$4,878.00	\$5,112.00	\$5,359.00
7 Annual	\$40,032	\$41,916	\$43,884	\$46,020	\$48,144	\$50,952	\$53,436	\$55,932	\$58,536	\$61,344	\$64,308	\$67,320
7 Monthly	\$3,336.00	\$3,493.00	\$3,657.00	\$3,835.00	\$4,012.00	\$4,246.00	\$4,453.00	\$4,661.00	\$4,878.00	\$5,112.00	\$5,359.00	\$5,610.00
8 Annual	\$41,904	\$43,884	\$46,020	\$48,144	\$50,448	\$53,436	\$55,932	\$58,536	\$61,344	\$64,308	\$67,320	\$70,572
8 Monthly	\$3,492.00	\$3,657.00	\$3,835.00	\$4,012.00	\$4,204.00	\$4,453.00	\$4,661.00	\$4,878.00	\$5,112.00	\$5,359.00	\$5,610.00	\$5,881.00
9 Annual	\$46,020	\$48,144	\$50,448	\$52,896	\$55,356	\$58,536	\$61,344	\$64,308	\$67,320	\$70,572	\$73,920	\$77,388
9 Monthly	\$3,835.00	\$4,012.00	\$4,204.00	\$4,408.00	\$4,613.00	\$4,878.00	\$5,112.00	\$5,359.00	\$5,610.00	\$5,881.00	\$6,160.00	\$6,449.00
10 Annual	\$50,448	\$52,896	\$55,356	\$57,996	\$60,744	\$64,308	\$67,320	\$70,572	\$73,920	\$77,388	\$81,120	\$84,948
10 Monthly	\$4,204.00	\$4,408.00	\$4,613.00	\$4,833.00	\$5,062.00	\$5,359.00	\$5,610.00	\$5,881.00	\$6,160.00	\$6,449.00	\$6,760.00	\$7,079.00
11 Annual	\$55,356	\$57,996	\$60,744	\$63,696	\$66,672	\$70,572	\$73,920	\$77,388	\$81,120	\$84,948	\$89,004	\$93,216
11 Monthly	\$4,613.00	\$4,833.00	\$5,062.00	\$5,308.00	\$5,556.00	\$5,881.00	\$6,160.00	\$6,449.00	\$6,760.00	\$7,079.00	\$7,417.00	\$7,768.00
12 Annual	\$60,744	\$63,696	\$66,672	\$69,900	\$73,164	\$77,388	\$81,120	\$84,948	\$89,004	\$93,216	\$97,632	\$102,300
12 Monthly	\$5,062.00	\$5,308.00	\$5,556.00	\$5,825.00	\$6,097.00	\$6,449.00	\$6,760.00	\$7,079.00	\$7,417.00	\$7,768.00	\$8,136.00	\$8,525.00
13 Annual	\$66,672	\$69,900	\$73,164	\$76,608	\$80,280	\$84,948	\$89,004	\$93,216	\$97,632	\$102,300	\$107,076	\$112,224
13 Monthly	\$5,556.00	\$5,825.00	\$6,097.00	\$6,384.00	\$6,690.00	\$7,079.00	\$7,417.00	\$7,768.00	\$8,136.00	\$8,525.00	\$8,923.00	\$9,352.00
14 Annual	\$73,176	\$76,608	\$80,280	\$84,120	\$88,104	\$93,216	\$97,632	\$102,300	\$107,076	\$112,224	\$117,612	\$123,120
14 Monthly	\$6,098.00	\$6,384.00	\$6,690.00	\$7,010.00	\$7,342.00	\$7,768.00	\$8,136.00	\$8,525.00	\$8,923.00	\$9,352.00	\$9,801.00	\$10,260.00
16 Annual	\$88,104	\$92,304	\$96,648	\$101,292	\$106,032	\$112,212	\$117,576	\$123,120	\$129,012	\$135,120	\$141,552	\$148,260
16 Monthly	\$7,342.00	\$7,692.00	\$8,054.00	\$8,441.00	\$8,836.00	\$9,351.00	\$9,798.00	\$10,260.00	\$10,751.00	\$11,260.00	\$11,796.00	\$12,355.00



T: CARPENTERS - INSPECTORS LOCAL 13

Effective Date 1/1/2024

Grade	BASE SALARY PLAN			INTERMEDIATE RATES					LONGEVITY RATES				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE	
16 Annual	\$88,104	\$92,304	\$96,648	\$101,292	\$106,032	\$112,212	\$117,576	\$123,120	\$129,012	\$135,120	\$141,552	\$148,260	
Monthly	\$7,342.00	\$7,692.00	\$8,054.00	\$8,441.00	\$8,836.00	\$9,351.00	\$9,798.00	\$10,260.00	\$10,751.00	\$11,260.00	\$11,796.00	\$12,355.00	
17 Annual	\$96,648	\$101,292	\$106,032	\$111,108	\$116,436	\$123,120	\$129,012	\$135,120	\$141,552	\$148,260	\$155,280	\$162,660	
Monthly	\$8,054.00	\$8,441.00	\$8,836.00	\$9,259.00	\$9,703.00	\$10,260.00	\$10,751.00	\$11,260.00	\$11,796.00	\$12,355.00	\$12,940.00	\$13,555.00	

**S: ILLINOIS NURSES ASSOCIATION - SALARY SCHEDULE for REGISTERED NURSES**  
 Effective Date 1/1/2024

Grade	STEP 1 FIRST 6 MONTHS	STEP 2 NEXT 6 MONTHS	STEP 3 NEXT 12 MONTHS	STEP 4 NEXT 12 MONTHS	STEP 5 NEXT 12 MONTHS	STEP 6 AFTER 1 YEAR AT STEP 5 RATE & 5 YRS SERVICE	STEP 7 AFTER 1 YEAR AT STEP 6 RATE & 6 YRS SERVICE	STEP 8 AFTER 1 YEAR AT STEP 7 RATE & 9 YRS SERVICE	STEP 9 AFTER 1 YEAR AT STEP 8 RATE & 14 YRS SERVICE	STEP 10 AFTER 1 YEAR AT STEP 9 RATE & 19 YRS SERVICE
4 Annual	\$74,892	\$78,528	\$82,488	\$86,676	\$92,040	\$96,564	\$101,376	\$106,524	\$111,900	\$117,420
4 Monthly	\$6,241.00	\$6,544.00	\$6,874.00	\$7,223.00	\$7,670.00	\$8,047.00	\$8,448.00	\$8,877.00	\$9,325.00	\$9,785.00
5 Annual	\$82,488	\$86,676	\$91,152	\$95,628	\$101,376	\$106,524	\$111,900	\$117,420	\$123,312	\$129,492
5 Monthly	\$6,874.00	\$7,223.00	\$7,596.00	\$7,969.00	\$8,448.00	\$8,877.00	\$9,325.00	\$9,785.00	\$10,276.00	\$10,791.00
8 Annual	\$100,380	\$105,504	\$110,784	\$116,280	\$122,112	\$129,492	\$136,020	\$142,872	\$150,036	\$157,548
8 Monthly	\$8,365.00	\$8,792.00	\$9,232.00	\$9,690.00	\$10,176.00	\$10,791.00	\$11,335.00	\$11,906.00	\$12,503.00	\$13,129.00

R: MACHINISTS LODGE 126  
Effective Date 1/1/2024

Grade	BASE SALARY PLAN			INTERMEDIATE RATES					LONGEVITY RATES				
	STEP 1 FIRST 6 MONTHS	STEP 2 NEXT 12 MONTHS	STEP 3 NEXT 12 MONTHS	STEP 4 NEXT 12 MONTHS	STEP 5 AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	STEP 6 AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 6 YRS CONTINUOUS SERVICE	STEP 7 AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	STEP 8 AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	STEP 9 AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	STEP 10 AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	STEP 11 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	STEP 12 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE	
11 Annual	\$55,356	\$57,996	\$60,744	\$63,696	\$66,672	\$70,572	\$73,932	\$77,376	\$81,108	\$84,936	\$89,004	\$93,216	
11 Monthly	\$4,613.00	\$4,833.00	\$5,062.00	\$5,308.00	\$5,556.00	\$5,881.00	\$6,161.00	\$6,448.00	\$6,759.00	\$7,078.00	\$7,417.00	\$7,768.00	
12 Annual	\$60,744	\$63,696	\$66,672	\$69,876	\$73,176	\$77,376	\$81,108	\$84,936	\$89,004	\$93,216	\$97,632	\$102,300	
12 Monthly	\$5,062.00	\$5,308.00	\$5,556.00	\$5,823.00	\$6,098.00	\$6,448.00	\$6,759.00	\$7,078.00	\$7,417.00	\$7,768.00	\$8,136.00	\$8,525.00	
13 Annual	\$66,672	\$69,876	\$73,176	\$76,608	\$80,280	\$84,936	\$89,004	\$93,216	\$97,632	\$102,300	\$107,064	\$112,212	
13 Monthly	\$5,556.00	\$5,823.00	\$6,098.00	\$6,384.00	\$6,690.00	\$7,078.00	\$7,417.00	\$7,768.00	\$8,136.00	\$8,525.00	\$8,922.00	\$9,351.00	
14 Annual	\$73,176	\$76,608	\$80,280	\$84,108	\$88,104	\$93,216	\$97,632	\$102,300	\$107,064	\$112,212	\$117,576	\$123,120	
14 Monthly	\$6,098.00	\$6,384.00	\$6,690.00	\$7,009.00	\$7,342.00	\$7,768.00	\$8,136.00	\$8,525.00	\$8,922.00	\$9,351.00	\$9,798.00	\$10,260.00	
15 Annual	\$80,280	\$84,108	\$88,104	\$92,304	\$96,648	\$102,300	\$107,064	\$112,212	\$117,576	\$123,120	\$129,012	\$135,120	
15 Monthly	\$6,690.00	\$7,009.00	\$7,342.00	\$7,692.00	\$8,054.00	\$8,525.00	\$8,922.00	\$9,351.00	\$9,798.00	\$10,260.00	\$10,751.00	\$11,260.00	

P: TEAMSTERS LOCAL 700  
Effective Date 1/1/2024

Grade	BASE SALARY PLAN			INTERMEDIATE RATES				LONGEVITY RATES				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
12 Annual	\$60,744	\$63,696	\$66,648	\$69,876	\$73,176	\$77,376	\$81,108	\$84,936	\$89,004	\$93,216	\$97,632	\$102,300
Monthly	\$5,062.00	\$5,308.00	\$5,554.00	\$5,823.00	\$6,098.00	\$6,448.00	\$6,759.00	\$7,078.00	\$7,417.00	\$7,768.00	\$8,136.00	\$6,525.00
14 Annual	\$73,176	\$76,608	\$80,280	\$84,108	\$88,104	\$93,216	\$97,632	\$102,300	\$107,064	\$112,212	\$117,576	\$123,120
Monthly	\$6,098.00	\$6,384.00	\$6,690.00	\$7,009.00	\$7,342.00	\$7,768.00	\$8,136.00	\$8,525.00	\$8,922.00	\$9,351.00	\$9,798.00	\$10,260.00
17 Annual	\$96,648	\$101,292	\$106,032	\$111,108	\$116,436	\$123,120	\$129,012	\$135,120	\$141,552	\$148,260	\$155,280	\$162,660
Monthly	\$8,054.00	\$8,441.00	\$8,836.00	\$9,259.00	\$9,703.00	\$10,260.00	\$10,751.00	\$11,260.00	\$11,796.00	\$12,355.00	\$12,940.00	\$13,555.00

O: TEAMSTERS LOCAL #700 SALARY SCHEDULE for SHIFT SUPERVISOR OF SECURITY COMMUNICATIONS CENTER  
 Effective Date 1/1/2022

Grade	BASE SALARY PLAN			INTERMEDIATE RATES					LONGEVITY RATES			
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	FIRST 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
15 Annual	\$64,824	\$67,908	\$71,124	\$74,496	\$75,528	\$79,956	\$83,724	\$87,720	\$91,908	\$96,252	\$100,860	\$105,660
Monthly	\$5,402.00	\$5,659.00	\$5,927.00	\$6,208.00	\$6,294.00	\$6,663.00	\$6,977.00	\$7,310.00	\$7,659.00	\$8,021.00	\$8,405.00	\$8,805.00

L: SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES /LEGAL SERVICES SALARY PLAN

Effective Date 1/1/2024

Grade	LONGEVITY RATES																	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12						
	BASE SALARY PLAN						INTERMEDIATE RATES						LONGEVITY RATES					
	LESS THAN 1 YEAR OF LEGAL EXPERIENCE	NEXT 12 MONTHS & 1 TO 2 YEARS OF LEGAL EXPERIENCE	NEXT 12 MONTHS & 2 TO 3 YEARS OF LEGAL EXPERIENCE	NEXT 12 MONTHS & 3 TO 4 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT TOP BASE RATE & 4 TO 5 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT INTERMEDIATE RATE & 5 TO 8 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 8 TO 11 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 11 TO 14 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 14 TO 17 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 17 TO 20 YEAR OF LEGAL EXPERIENCE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 20 TO 23 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT THIRD LONGEVITY RATE & 23 YEARS OR MORE OF LEGAL EXPERIENCE						
1 Annual	\$75,828	\$79,428	\$83,208	\$87,168	\$91,308	\$95,616	\$100,176	\$104,940	\$109,908	\$115,140	\$120,600	\$126,336						
Monthly	\$6,319.00	\$6,619.00	\$6,934.00	\$7,264.00	\$7,609.00	\$7,968.00	\$8,348.00	\$8,745.00	\$9,159.00	\$9,595.00	\$10,050.00	\$10,528.00						
2 Annual	\$79,428	\$84,828	\$91,308	\$95,616	\$100,176	\$104,940	\$109,908	\$115,140	\$120,600	\$126,336	\$132,312	\$138,612						
Monthly	\$6,619.00	\$7,069.00	\$7,609.00	\$7,968.00	\$8,348.00	\$8,745.00	\$9,159.00	\$9,595.00	\$10,050.00	\$10,528.00	\$11,026.00	\$11,551.00						
3 Annual	\$83,208	\$91,308	\$95,616	\$100,176	\$104,940	\$109,908	\$115,140	\$120,600	\$126,336	\$132,312	\$138,612	\$145,200						
Monthly	\$6,934.00	\$7,609.00	\$7,968.00	\$8,348.00	\$8,745.00	\$9,159.00	\$9,595.00	\$10,050.00	\$10,528.00	\$11,026.00	\$11,551.00	\$12,100.00						
4 Annual	\$95,616	\$100,176	\$104,940	\$109,908	\$115,140	\$120,600	\$126,336	\$132,312	\$138,612	\$145,200	\$152,088							
Monthly	\$7,968.00	\$8,348.00	\$8,745.00	\$9,159.00	\$9,595.00	\$10,050.00	\$10,528.00	\$11,026.00	\$11,551.00	\$12,100.00	\$12,674.00							
5 Annual				\$115,140	\$120,600	\$126,336	\$132,312	\$138,612	\$145,200	\$152,088	\$159,324							
Monthly				\$9,595.00	\$10,050.00	\$10,528.00	\$11,026.00	\$11,551.00	\$12,100.00	\$12,674.00	\$13,277.00							

**J: PLUMBERS LOCAL 130**  
Effective Date 1/1/2024

Grade	BASE SALARY PLAN			INTERMEDIATE RATES			LONGEVITY RATES					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
13 Annual	\$66,672	\$69,876	\$73,176	\$76,608	\$80,280	\$84,936	\$89,004	\$93,216	\$97,632	\$102,300	\$107,064	\$112,212
Monthly	\$5,556.00	\$5,823.00	\$6,098.00	\$6,384.00	\$6,690.00	\$7,078.00	\$7,417.00	\$7,768.00	\$8,136.00	\$8,525.00	\$8,922.00	\$9,351.00
15 Annual	\$80,280	\$84,108	\$88,104	\$92,304	\$96,648	\$102,300	\$107,064	\$112,212	\$117,576	\$123,120	\$129,012	\$135,120
Monthly	\$6,690.00	\$7,009.00	\$7,342.00	\$7,692.00	\$8,054.00	\$8,525.00	\$8,922.00	\$9,351.00	\$9,798.00	\$10,260.00	\$10,751.00	\$11,260.00
17 Annual	\$96,648	\$101,292	\$106,032	\$111,108	\$116,436	\$123,120	\$129,012	\$135,120	\$141,552	\$148,260	\$155,280	\$162,660
Monthly	\$8,054.00	\$8,441.00	\$8,836.00	\$9,259.00	\$9,703.00	\$10,260.00	\$10,751.00	\$11,260.00	\$11,796.00	\$12,355.00	\$12,940.00	\$13,555.00

**IT: SALARY SCHEDULE for Non-REPRESENTED IT LEAD, SUPERVISORY and MANAGEMENT STAFF**  
 Effective Date 1/1/2024

Grade	ENTRANCE RATE		STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAXIMUM RATE
	FIRST 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	MAXIMUM RATE
1 Annual	\$107,712	\$116,640	\$121,380	\$125,052	\$128,844	\$128,844	\$131,436	\$134,052	\$136,764	\$139,524
1 Monthly	\$8,976.00	\$9,720.00	\$10,115.00	\$10,421.00	\$10,737.00	\$10,737.00	\$10,953.00	\$11,171.00	\$11,397.00	\$11,627.00
2 Annual	\$116,640	\$121,380	\$125,052	\$128,844	\$136,764	\$136,764	\$139,524	\$143,784	\$146,676	\$149,604
2 Monthly	\$9,720.00	\$10,115.00	\$10,421.00	\$10,737.00	\$11,397.00	\$11,397.00	\$11,627.00	\$11,982.00	\$12,223.00	\$12,467.00
3 Annual	\$121,380	\$128,844	\$136,764	\$139,524	\$142,320	\$142,320	\$145,200	\$149,604	\$152,580	\$156,000
3 Monthly	\$10,115.00	\$10,737.00	\$11,397.00	\$11,627.00	\$11,860.00	\$11,860.00	\$12,100.00	\$12,467.00	\$12,715.00	\$13,000.00
4 Annual	\$127,584	\$136,764	\$145,200	\$149,604	\$154,104	\$154,104	\$158,784	\$162,000	\$165,240	\$168,564
4 Monthly	\$10,632.00	\$11,397.00	\$12,100.00	\$12,467.00	\$12,842.00	\$12,842.00	\$13,232.00	\$13,500.00	\$13,770.00	\$14,047.00
5 Annual	\$129,936	\$146,376	\$156,000	\$162,816	\$168,120	\$168,120	\$172,440	\$176,088	\$179,268	\$182,064
5 Monthly	\$10,828.00	\$12,198.00	\$13,000.00	\$13,568.00	\$14,010.00	\$14,010.00	\$14,370.00	\$14,674.00	\$14,939.00	\$15,172.00
6 Annual	\$148,548	\$167,880	\$179,208	\$187,236	\$193,476	\$193,476	\$198,564	\$202,872	\$206,592	\$209,880
6 Monthly	\$12,379.00	\$13,990.00	\$14,934.00	\$15,603.00	\$16,123.00	\$16,123.00	\$16,547.00	\$16,906.00	\$17,216.00	\$17,490.00
7 Annual	\$159,624	\$179,412	\$191,004	\$199,224	\$205,584	\$205,584	\$210,804	\$215,196	\$219,012	\$222,372
7 Monthly	\$13,302.00	\$14,951.00	\$15,917.00	\$16,602.00	\$17,132.00	\$17,132.00	\$17,567.00	\$17,933.00	\$18,251.00	\$18,531.00



I: PUBLIC SAFETY EMPLOYEES UNION - UNIT II  
 Effective Date 1/1/2022

Grade	BASE SALARY PLAN			INTERMEDIATE RATES					LONGEVITY RATES				
	STEP 1 FIRST 6 MONTHS	STEP 2 NEXT 12 MONTHS	STEP 3 NEXT 12 MONTHS	STEP 4 NEXT 12 MONTHS	STEP 5 AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	STEP 6 AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	STEP 7 AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	STEP 8 AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	STEP 9 AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	STEP 10 AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	STEP 11 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	STEP 12 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE	
10 Annual	\$40,392	\$42,312	\$44,292	\$46,416	\$51,600	\$54,072	\$56,616	\$59,352	\$62,136	\$65,064	\$68,196	\$71,436	
10 Monthly	\$3,366.00	\$3,526.00	\$3,691.00	\$3,868.00	\$4,300.00	\$4,506.00	\$4,718.00	\$4,946.00	\$5,178.00	\$5,422.00	\$5,683.00	\$5,953.00	
11 Annual	\$44,292	\$46,416	\$48,588	\$50,964	\$56,616	\$59,352	\$62,136	\$65,064	\$68,196	\$71,436	\$74,844	\$78,384	
11 Monthly	\$3,691.00	\$3,868.00	\$4,049.00	\$4,247.00	\$4,718.00	\$4,946.00	\$5,178.00	\$5,422.00	\$5,683.00	\$5,953.00	\$6,237.00	\$6,532.00	
12 Annual	\$48,588	\$50,964	\$53,340	\$55,932	\$62,136	\$65,064	\$68,196	\$71,436	\$74,844	\$78,384	\$82,104	\$86,016	
12 Monthly	\$4,049.00	\$4,247.00	\$4,445.00	\$4,661.00	\$5,178.00	\$5,422.00	\$5,683.00	\$5,953.00	\$6,237.00	\$6,532.00	\$6,842.00	\$7,168.00	
13 Annual	\$53,340	\$55,932	\$58,560	\$61,308	\$68,196	\$71,448	\$74,844	\$78,384	\$82,092	\$86,016	\$90,036	\$94,368	
13 Monthly	\$4,445.00	\$4,661.00	\$4,880.00	\$5,109.00	\$5,683.00	\$5,954.00	\$6,237.00	\$6,532.00	\$6,841.00	\$7,168.00	\$7,503.00	\$7,864.00	
14 Annual	\$58,560	\$61,308	\$64,272	\$67,284	\$74,844	\$78,384	\$82,092	\$86,016	\$90,036	\$94,368	\$98,892	\$103,524	
14 Monthly	\$4,880.00	\$5,109.00	\$5,356.00	\$5,607.00	\$6,237.00	\$6,532.00	\$6,841.00	\$7,168.00	\$7,503.00	\$7,864.00	\$8,241.00	\$8,627.00	
15 Annual	\$64,272	\$67,284	\$70,548	\$73,860	\$82,092	\$86,016	\$90,036	\$94,368	\$98,892	\$103,524	\$108,540	\$113,640	
15 Monthly	\$5,356.00	\$5,607.00	\$5,879.00	\$6,155.00	\$6,841.00	\$7,168.00	\$7,503.00	\$7,864.00	\$8,241.00	\$8,627.00	\$9,045.00	\$9,470.00	

**GY: SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES / TECHNICAL SERVICES SALARY PLAN**  
 Effective Date 1/1/2024

Grade	ENTRANCE RATE								MAXIMUM RATE
	STEP 1 FIRST 6 MONTHS	STEP 2 NEXT 12 MONTHS	STEP 3 NEXT 12 MONTHS	STEP 4 NEXT 12 MONTHS	STEP 5 NEXT 12 MONTHS	STEP 6 NEXT 12 MONTHS	STEP 7 NEXT 12 MONTHS	STEP 8 MAXIMUM RATE	
1 Annual	\$41,112	\$43,164	\$45,216	\$47,460	\$49,992	\$52,356	\$55,068	\$58,308	
1 Monthly	\$3,426.00	\$3,597.00	\$3,768.00	\$3,955.00	\$4,166.00	\$4,363.00	\$4,589.00	\$4,859.00	
2 Annual	\$45,216	\$47,460	\$49,992	\$52,356	\$55,068	\$57,732	\$60,684	\$64,356	
2 Monthly	\$3,768.00	\$3,955.00	\$4,166.00	\$4,363.00	\$4,589.00	\$4,811.00	\$5,057.00	\$5,363.00	
3 Annual	\$49,992	\$52,356	\$55,068	\$57,732	\$60,684	\$63,708	\$66,852	\$70,968	
3 Monthly	\$4,166.00	\$4,363.00	\$4,589.00	\$4,811.00	\$5,057.00	\$5,309.00	\$5,571.00	\$5,914.00	
4 Annual	\$55,068	\$57,732	\$60,684	\$63,708	\$66,852	\$70,272	\$73,800	\$78,168	
4 Monthly	\$4,589.00	\$4,811.00	\$5,057.00	\$5,309.00	\$5,571.00	\$5,856.00	\$6,150.00	\$6,514.00	
5 Annual	\$60,684	\$63,708	\$66,852	\$70,272	\$73,800	\$77,400	\$80,472	\$83,580	
5 Monthly	\$5,057.00	\$5,309.00	\$5,571.00	\$5,856.00	\$6,150.00	\$6,450.00	\$6,706.00	\$6,965.00	
6 Annual	\$66,852	\$70,272	\$73,800	\$77,400	\$80,472	\$82,752	\$86,520	\$91,356	
6 Monthly	\$5,571.00	\$5,856.00	\$6,150.00	\$6,450.00	\$6,706.00	\$6,896.00	\$7,210.00	\$7,613.00	
7 Annual	\$73,800	\$77,400	\$80,472	\$82,752	\$86,520	\$90,444	\$94,500	\$99,660	
7 Monthly	\$6,150.00	\$6,450.00	\$6,706.00	\$6,896.00	\$7,210.00	\$7,537.00	\$7,875.00	\$8,305.00	
8 Annual	\$80,472	\$82,752	\$86,520	\$90,444	\$94,500	\$98,664	\$103,176	\$108,816	
8 Monthly	\$6,706.00	\$6,896.00	\$7,210.00	\$7,537.00	\$7,875.00	\$8,222.00	\$8,598.00	\$9,068.00	
9 Annual	\$86,520	\$90,444	\$94,500	\$98,664	\$103,176	\$107,772	\$112,608	\$118,992	
9 Monthly	\$7,210.00	\$7,537.00	\$7,875.00	\$8,222.00	\$8,598.00	\$8,981.00	\$9,384.00	\$9,916.00	
10 Annual	\$94,500	\$98,664	\$103,176	\$107,772	\$112,608	\$117,792	\$123,060	\$128,672	
10 Monthly	\$7,875.00	\$8,222.00	\$8,598.00	\$8,981.00	\$9,384.00	\$9,816.00	\$10,255.00	\$10,556.00	
11 Annual	\$103,176	\$107,772	\$112,608	\$117,792	\$123,060	\$125,400	\$131,064	\$137,016	
11 Monthly	\$8,598.00	\$8,981.00	\$9,384.00	\$9,816.00	\$10,255.00	\$10,450.00	\$10,922.00	\$11,418.00	
12 Annual	\$112,608	\$117,792	\$123,060	\$127,308	\$131,796	\$136,404	\$140,544	\$146,232	
12 Monthly	\$9,384.00	\$9,816.00	\$10,255.00	\$10,609.00	\$10,983.00	\$11,367.00	\$11,712.00	\$12,186.00	

**G: AMERICAN FEDERATION of STATE, COUNTY and MUNICIPAL EMPLOYEES COUNCIL 31 / TECHNICAL SERVICES SALARY PLAN**  
 Effective Date 1/1/2024

Grade	ENTRANCE RATE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	MAXIMUM RATE
	STEP 0B		NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	MAXIMUM RATE
1	Annual	\$47,352	\$48,804	\$51,228	\$53,652	\$56,352	\$59,364	\$62,148	\$65,412	\$69,216
	Monthly	\$3,946.00	\$4,067.00	\$4,269.00	\$4,471.00	\$4,696.00	\$4,947.00	\$5,179.00	\$5,451.00	\$5,768.00
2	Annual	\$52,056	\$53,652	\$56,352	\$59,364	\$62,148	\$65,412	\$68,520	\$72,072	\$76,416
	Monthly	\$4,338.00	\$4,471.00	\$4,696.00	\$4,947.00	\$5,179.00	\$5,451.00	\$5,710.00	\$6,006.00	\$6,368.00
3	Annual	\$57,588	\$59,364	\$62,148	\$65,412	\$68,520	\$72,072	\$75,588	\$79,368	\$84,276
	Monthly	\$4,799.00	\$4,947.00	\$5,179.00	\$5,451.00	\$5,710.00	\$6,006.00	\$6,299.00	\$6,614.00	\$7,023.00
4	Annual	\$63,420	\$65,412	\$68,520	\$72,072	\$75,588	\$79,368	\$83,436	\$87,600	\$92,808
	Monthly	\$5,285.00	\$5,451.00	\$5,710.00	\$6,006.00	\$6,299.00	\$6,614.00	\$6,953.00	\$7,300.00	\$7,734.00
5	Annual	\$69,900	\$72,072	\$75,588	\$79,368	\$83,436	\$87,600	\$91,884	\$96,624	\$102,468
	Monthly	\$5,825.00	\$6,006.00	\$6,299.00	\$6,614.00	\$6,953.00	\$7,300.00	\$7,657.00	\$8,052.00	\$8,539.00
6	Annual	\$76,956	\$79,368	\$83,436	\$87,600	\$91,884	\$96,624	\$101,448	\$106,080	\$112,020
	Monthly	\$6,413.00	\$6,614.00	\$6,953.00	\$7,300.00	\$7,657.00	\$8,052.00	\$8,454.00	\$8,840.00	\$9,335.00
7	Annual	\$84,972	\$87,600	\$91,884	\$96,624	\$101,448	\$106,080	\$110,880	\$115,872	\$122,196
	Monthly	\$7,081.00	\$7,300.00	\$7,657.00	\$8,052.00	\$8,454.00	\$8,840.00	\$9,240.00	\$9,656.00	\$10,183.00
8	Annual	\$93,708	\$96,624	\$101,448	\$106,080	\$110,880	\$115,872	\$120,960	\$126,480	\$133,428
	Monthly	\$7,809.00	\$8,052.00	\$8,454.00	\$8,840.00	\$9,240.00	\$9,656.00	\$10,080.00	\$10,540.00	\$11,119.00
9	Annual	\$102,876	\$106,080	\$110,880	\$115,872	\$120,960	\$126,480	\$132,108	\$138,048	\$145,872
	Monthly	\$8,573.00	\$8,840.00	\$9,240.00	\$9,656.00	\$10,080.00	\$10,540.00	\$11,009.00	\$11,504.00	\$12,156.00
10	Annual	\$112,404	\$115,872	\$120,960	\$126,480	\$132,108	\$138,048	\$144,432	\$150,840	\$155,352
	Monthly	\$9,367.00	\$9,656.00	\$10,080.00	\$10,540.00	\$11,009.00	\$11,504.00	\$12,036.00	\$12,570.00	\$12,946.00

E: SALARY SCHEDULE for SWORN POLICE PERSONNEL SERGEANTS, LIEUTENANTS and CAPTAINS

Effective Date 1/1/2024

Grade	ENTRANCE RATE											RED CIRCLE RATE STEP 11 30 YRS SVC BEFORE 1/1/2006
	STEP 1 FIRST 12 MONTHS	STEP 2 AFTER 12 MONTHS	STEP 3 AFTER 18 MONTHS	STEP 4 AFTER 30 MONTHS	STEP 5 AFTER 42 MONTHS	STEP 6 AFTER 54 MONTHS	STEP 7 AFTER 10 YRS OF SERVICE	STEP 8 AFTER 15 YRS OF SERVICE	STEP 9 AFTER 20 YRS OF SERVICE	STEP 10 AFTER 25 YRS OF SERVICE	STEP 11 AFTER 30 YRS OF SERVICE	
3 Annual	\$94,680	\$99,384	\$104,460	\$109,752	\$115,152	\$120,852	\$124,860	\$128,772	\$132,912	\$137,208	\$141,324	
3 Monthly	\$7,890.00	\$8,282.00	\$8,704.50	\$9,146.00	\$9,595.50	\$10,070.50	\$10,404.50	\$10,731.00	\$11,075.50	\$11,434.00	\$11,776.50	
4 Annual	\$107,136	\$112,416	\$117,960	\$123,912	\$130,044	\$136,644	\$140,748	\$145,092	\$149,508	\$154,080	\$157,968	
4 Monthly	\$8,928.00	\$9,368.00	\$9,830.00	\$10,325.50	\$10,837.00	\$11,387.00	\$11,729.00	\$12,091.00	\$12,458.50	\$12,839.50	\$13,163.50	
5 Annual	\$117,960	\$123,912	\$130,044	\$136,644	\$143,400	\$150,456	\$154,764	\$159,132	\$163,548	\$167,592	\$170,016	
5 Monthly	\$9,830.00	\$10,325.50	\$10,837.00	\$11,387.00	\$11,949.50	\$12,538.00	\$12,897.00	\$13,260.50	\$13,628.50	\$13,966.00	\$14,168.00	

**D : SALARY SCHEDULE for SWORN POLICE PERSONNEL / FRATERNAL ORDER of POLICE - CHICAGO LODGE No. 7**  
 Effective Date 1/1/2024

Grade	ENTRANCE RATE										RED CIRCLE RATE STEP 11 30 YRS SVC BEFORE 1/1/2006	
	STEP 1 FIRST 12 MONTHS	STEP 2 AFTER 12 MONTHS	STEP 3 AFTER 18 MONTHS	STEP 4 AFTER 30 MONTHS	STEP 5 AFTER 42 MONTHS	STEP 6 AFTER 54 MONTHS	STEP 7 AFTER 10 YRS OF SERVICE	STEP 8 AFTER 15 YRS OF SERVICE	STEP 9 AFTER 20 YRS OF SERVICE	STEP 10 AFTER 25 YRS OF SERVICE		
1	Annual	\$57,444	\$81,972	\$86,634	\$91,116	\$95,598	\$100,422	\$103,950	\$107,556	\$111,540	\$114,768	\$118,776
	Monthly	\$4,787.00	\$6,831.00	\$7,219.50	\$7,593.00	\$7,966.50	\$8,368.50	\$8,662.50	\$8,963.00	\$9,295.00	\$9,564.00	\$9,898.00
2	Annual	\$81,972	\$86,634	\$91,116	\$95,598	\$100,422	\$105,480	\$109,128	\$112,932	\$117,138	\$120,630	\$124,854
	Monthly	\$6,831.00	\$7,219.50	\$7,593.00	\$7,966.50	\$8,368.50	\$8,790.00	\$9,094.00	\$9,411.00	\$9,761.50	\$10,052.50	\$10,404.50
2A	Annual	\$84,798	\$89,604	\$94,128	\$98,700	\$103,644	\$108,822	\$112,446	\$116,406	\$120,630	\$124,170	\$128,484
	Monthly	\$7,066.50	\$7,467.00	\$7,844.00	\$8,225.00	\$8,637.00	\$9,068.50	\$9,370.50	\$9,700.50	\$10,052.50	\$10,347.50	\$10,707.00
3	Annual	\$94,686	\$99,384	\$104,454	\$109,752	\$115,146	\$120,846	\$124,854	\$128,772	\$132,906	\$137,208	\$141,318
	Monthly	\$7,890.50	\$8,282.00	\$8,704.50	\$9,146.00	\$9,595.50	\$10,070.50	\$10,404.50	\$10,731.00	\$11,075.50	\$11,434.00	\$11,776.50
4	Annual	\$107,136	\$112,416	\$117,960	\$123,906	\$130,044	\$136,644	\$140,748	\$145,092	\$149,502	\$154,074	\$157,962
	Monthly	\$8,928.00	\$9,368.00	\$9,830.00	\$10,325.50	\$10,837.00	\$11,387.00	\$11,729.00	\$12,091.00	\$12,458.50	\$12,839.50	\$13,163.50

**BX: SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES**  
 Effective Date 1/1/2024

Grade	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
	STEP 1 FIRST 6 MONTHS	STEP 2 NEXT 12 MONTHS	STEP 3 NEXT 12 MONTHS	STEP 4 NEXT 12 MONTHS	STEP 5 AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	STEP 6 AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 6 YRS CONTINUOUS SERVICE	STEP 7 AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	STEP 8 AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	STEP 9 AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	STEP 10 AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	STEP 11 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	STEP 12 AFTER 1 YEAR AT THIRD LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
1 Annual	\$23,244	\$24,420	\$25,524	\$26,748	\$28,020	\$29,664	\$31,056	\$32,544	\$34,092	\$35,688	\$37,392	\$39,168
1 Monthly	\$1,937.00	\$2,035.00	\$2,127.00	\$2,229.00	\$2,335.00	\$2,472.00	\$2,588.00	\$2,712.00	\$2,841.00	\$2,974.00	\$3,116.00	\$3,264.00
2 Annual	\$24,420	\$25,524	\$26,748	\$28,020	\$29,340	\$31,056	\$32,544	\$34,092	\$35,688	\$37,392	\$39,168	\$41,028
2 Monthly	\$2,035.00	\$2,127.00	\$2,229.00	\$2,335.00	\$2,445.00	\$2,588.00	\$2,712.00	\$2,841.00	\$2,974.00	\$3,116.00	\$3,264.00	\$3,419.00
3 Annual	\$25,524	\$26,748	\$28,020	\$29,340	\$30,720	\$32,544	\$34,092	\$35,688	\$37,392	\$39,168	\$41,028	\$42,936
3 Monthly	\$2,127.00	\$2,229.00	\$2,335.00	\$2,445.00	\$2,560.00	\$2,712.00	\$2,841.00	\$2,974.00	\$3,116.00	\$3,264.00	\$3,419.00	\$3,578.00
4 Annual	\$28,020	\$29,340	\$30,720	\$32,208	\$33,744	\$35,688	\$37,392	\$39,168	\$41,028	\$42,936	\$44,844	\$47,124
4 Monthly	\$2,335.00	\$2,445.00	\$2,560.00	\$2,684.00	\$2,812.00	\$2,974.00	\$3,116.00	\$3,264.00	\$3,419.00	\$3,578.00	\$3,752.00	\$3,927.00
5 Annual	\$29,340	\$30,720	\$32,208	\$33,744	\$35,328	\$37,392	\$39,168	\$41,028	\$42,936	\$44,844	\$46,752	\$48,720
5 Monthly	\$2,445.00	\$2,560.00	\$2,684.00	\$2,812.00	\$2,944.00	\$3,116.00	\$3,264.00	\$3,419.00	\$3,578.00	\$3,752.00	\$3,927.00	\$4,111.00
6 Annual	\$32,208	\$33,744	\$35,328	\$36,984	\$38,784	\$41,028	\$42,936	\$45,024	\$47,124	\$49,332	\$51,684	\$54,216
6 Monthly	\$2,684.00	\$2,812.00	\$2,944.00	\$3,082.00	\$3,232.00	\$3,419.00	\$3,578.00	\$3,752.00	\$3,927.00	\$4,111.00	\$4,307.00	\$4,518.00
7 Annual	\$33,744	\$35,328	\$36,984	\$38,784	\$40,596	\$42,936	\$45,024	\$47,124	\$49,332	\$51,684	\$54,216	\$56,724
7 Monthly	\$2,812.00	\$2,944.00	\$3,082.00	\$3,232.00	\$3,383.00	\$3,578.00	\$3,752.00	\$3,927.00	\$4,111.00	\$4,307.00	\$4,518.00	\$4,727.00
8 Annual	\$35,328	\$36,984	\$38,784	\$40,596	\$42,516	\$44,844	\$47,124	\$49,332	\$51,684	\$54,216	\$56,724	\$59,472
8 Monthly	\$2,944.00	\$3,082.00	\$3,232.00	\$3,383.00	\$3,543.00	\$3,752.00	\$3,927.00	\$4,111.00	\$4,307.00	\$4,518.00	\$4,727.00	\$4,956.00
9 Annual	\$38,784	\$40,596	\$42,516	\$44,580	\$46,656	\$49,332	\$51,684	\$54,216	\$56,724	\$59,472	\$62,268	\$65,220
9 Monthly	\$3,232.00	\$3,383.00	\$3,543.00	\$3,715.00	\$3,888.00	\$4,111.00	\$4,307.00	\$4,518.00	\$4,727.00	\$4,956.00	\$5,189.00	\$5,435.00
10 Annual	\$42,516	\$44,580	\$46,656	\$48,864	\$51,180	\$54,216	\$56,724	\$59,472	\$62,268	\$65,220	\$68,352	\$71,580
10 Monthly	\$3,543.00	\$3,715.00	\$3,888.00	\$4,072.00	\$4,265.00	\$4,518.00	\$4,727.00	\$4,956.00	\$5,189.00	\$5,435.00	\$5,696.00	\$5,965.00
11 Annual	\$46,656	\$48,864	\$51,180	\$53,664	\$56,172	\$59,472	\$62,268	\$65,220	\$68,352	\$71,580	\$75,012	\$78,564
11 Monthly	\$3,888.00	\$4,072.00	\$4,265.00	\$4,472.00	\$4,681.00	\$4,956.00	\$5,189.00	\$5,435.00	\$5,696.00	\$5,965.00	\$6,251.00	\$6,547.00
12 Annual	\$51,180	\$53,664	\$56,172	\$58,896	\$61,656	\$65,220	\$68,352	\$71,580	\$75,012	\$78,564	\$81,012	\$83,472
12 Monthly	\$4,265.00	\$4,472.00	\$4,681.00	\$4,908.00	\$5,138.00	\$5,435.00	\$5,696.00	\$5,965.00	\$6,251.00	\$6,547.00	\$6,851.00	\$7,161.00
13 Annual	\$56,172	\$58,896	\$61,656	\$64,584	\$67,656	\$71,580	\$75,012	\$78,564	\$81,012	\$83,472	\$85,952	\$88,472
13 Monthly	\$4,681.00	\$4,908.00	\$5,138.00	\$5,382.00	\$5,638.00	\$5,965.00	\$6,251.00	\$6,547.00	\$6,851.00	\$7,161.00	\$7,482.00	\$7,804.00
14 Annual	\$61,656	\$64,584	\$67,656	\$70,872	\$74,244	\$78,564	\$81,012	\$83,472	\$85,952	\$88,472	\$90,952	\$93,472
14 Monthly	\$5,138.00	\$5,382.00	\$5,638.00	\$5,906.00	\$6,187.00	\$6,547.00	\$6,910.00	\$7,282.00	\$7,652.00	\$8,032.00	\$8,418.00	\$8,810.00
15 Annual	\$67,656	\$70,872	\$74,244	\$77,796	\$80,628	\$83,472	\$85,952	\$88,472	\$90,952	\$93,472	\$95,952	\$98,472
15 Monthly	\$5,638.00	\$5,906.00	\$6,187.00	\$6,483.00	\$6,719.00	\$7,056.00	\$7,402.00	\$7,758.00	\$8,124.00	\$8,498.00	\$8,872.00	\$9,252.00
16 Annual	\$74,244	\$77,796	\$80,628	\$82,644	\$84,656	\$86,656	\$88,656	\$90,656	\$92,656	\$94,656	\$96,656	\$98,656
16 Monthly	\$6,187.00	\$6,483.00	\$6,719.00	\$6,966.00	\$7,210.00	\$7,462.00	\$7,714.00	\$7,966.00	\$8,218.00	\$8,470.00	\$8,722.00	\$8,974.00
17 Annual	\$80,628	\$82,644	\$84,656	\$86,656	\$88,656	\$90,656	\$92,656	\$94,656	\$96,656	\$98,656	\$100,656	\$102,656
17 Monthly	\$6,719.00	\$6,966.00	\$7,210.00	\$7,455.00	\$7,700.00	\$7,945.00	\$8,190.00	\$8,435.00	\$8,680.00	\$8,925.00	\$9,170.00	\$9,415.00
18 Annual	\$86,520	\$89,456	\$92,392	\$95,328	\$98,264	\$101,200	\$104,136	\$107,072	\$110,008	\$112,944	\$115,880	\$118,816
18 Monthly	\$7,210.00	\$7,555.00	\$7,916.00	\$8,288.00	\$8,684.00	\$9,100.00	\$9,516.00	\$9,932.00	\$10,348.00	\$10,764.00	\$11,180.00	\$11,596.00
19 Annual	\$94,992	\$99,456	\$104,208	\$109,164	\$114,348	\$119,760	\$125,460	\$131,400	\$137,584	\$144,000	\$150,720	\$157,760
19 Monthly	\$7,916.00	\$8,288.00	\$8,684.00	\$9,100.00	\$9,544.00	\$10,020.00	\$10,528.00	\$11,056.00	\$11,596.00	\$12,144.00	\$12,704.00	\$13,272.00
20 Annual	\$99,456	\$104,208	\$109,164	\$114,348	\$119,760	\$125,460	\$131,400	\$137,584	\$144,000	\$150,720	\$157,760	\$165,040
20 Monthly	\$8,288.00	\$8,684.00	\$9,097.00	\$9,529.00	\$10,000.00	\$10,500.00	\$11,020.00	\$11,552.00	\$12,096.00	\$12,656.00	\$13,232.00	\$13,824.00
21 Annual	\$104,208	\$109,164	\$114,348	\$119,760	\$125,460	\$131,400	\$137,584	\$144,000	\$150,720	\$157,760	\$165,040	\$172,560
21 Monthly	\$8,684.00	\$9,097.00	\$9,529.00	\$9,980.00	\$10,455.00	\$10,956.00	\$11,480.00	\$12,024.00	\$12,588.00	\$13,168.00	\$13,768.00	\$14,384.00

**B: AMERICAN FEDERATION of STATE, COUNTY and MUNICIPAL EMPLOYEES COUNCIL 31**  
 Effective Date 1/1/2024

Grade	ENTRANCE RATE				BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
	STEP 0B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12			
	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT INTERMEDIATE RATE & 7 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 10 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 12 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 15 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 19 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 22 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 24 YRS CONTINUOUS SERVICE			
1 Annual	\$26,760	\$27,600	\$28,968	\$30,300	\$31,776	\$33,276	\$35,196	\$36,888	\$38,640	\$40,488	\$42,360	\$44,388	\$46,524			
1 Monthly	\$2,230.00	\$2,300.00	\$2,414.00	\$2,525.00	\$2,648.00	\$2,773.00	\$2,933.00	\$3,074.00	\$3,220.00	\$3,374.00	\$3,530.00	\$3,699.00	\$3,877.00			
2 Annual	\$28,080	\$28,968	\$30,300	\$31,776	\$33,276	\$34,836	\$36,888	\$39,640	\$40,488	\$42,360	\$44,388	\$46,524	\$48,684			
2 Monthly	\$2,340.00	\$2,414.00	\$2,525.00	\$2,648.00	\$2,773.00	\$2,903.00	\$3,074.00	\$3,220.00	\$3,374.00	\$3,530.00	\$3,699.00	\$3,877.00	\$4,057.00			
3 Annual	\$29,376	\$30,300	\$31,776	\$33,276	\$34,836	\$36,480	\$38,640	\$40,488	\$42,360	\$44,388	\$46,524	\$48,684	\$50,976			
3 Monthly	\$2,448.00	\$2,525.00	\$2,648.00	\$2,773.00	\$2,903.00	\$3,040.00	\$3,220.00	\$3,374.00	\$3,530.00	\$3,699.00	\$3,877.00	\$4,057.00	\$4,248.00			
4 Annual	\$32,256	\$33,276	\$34,836	\$36,480	\$38,232	\$40,032	\$42,360	\$44,388	\$46,524	\$48,684	\$50,976	\$53,448	\$55,956			
4 Monthly	\$2,688.00	\$2,773.00	\$2,903.00	\$3,040.00	\$3,186.00	\$3,336.00	\$3,530.00	\$3,699.00	\$3,877.00	\$4,057.00	\$4,248.00	\$4,454.00	\$4,663.00			
5 Annual	\$33,780	\$34,836	\$36,480	\$38,232	\$40,032	\$41,940	\$44,388	\$46,524	\$48,684	\$50,976	\$53,448	\$55,956	\$58,572			
5 Monthly	\$2,815.00	\$2,903.00	\$3,040.00	\$3,186.00	\$3,336.00	\$3,495.00	\$3,699.00	\$3,877.00	\$4,057.00	\$4,248.00	\$4,454.00	\$4,663.00	\$4,881.00			
6 Annual	\$37,080	\$38,232	\$40,032	\$41,940	\$43,884	\$46,056	\$48,684	\$50,976	\$53,448	\$55,956	\$58,572	\$61,380	\$64,332			
6 Monthly	\$3,090.00	\$3,186.00	\$3,336.00	\$3,495.00	\$3,657.00	\$3,838.00	\$4,057.00	\$4,248.00	\$4,454.00	\$4,663.00	\$4,881.00	\$5,115.00	\$5,361.00			
7 Annual	\$38,832	\$40,032	\$41,940	\$43,884	\$46,056	\$48,180	\$50,976	\$53,448	\$55,956	\$58,572	\$61,380	\$64,332	\$67,344			
7 Monthly	\$3,236.00	\$3,336.00	\$3,495.00	\$3,657.00	\$3,838.00	\$4,015.00	\$4,248.00	\$4,454.00	\$4,663.00	\$4,881.00	\$5,115.00	\$5,361.00	\$5,612.00			
8 Annual	\$40,680	\$41,940	\$43,884	\$46,056	\$48,180	\$50,460	\$53,448	\$55,956	\$58,572	\$61,380	\$64,332	\$67,344	\$70,608			
8 Monthly	\$3,390.00	\$3,495.00	\$3,657.00	\$3,838.00	\$4,015.00	\$4,205.00	\$4,454.00	\$4,663.00	\$4,881.00	\$5,115.00	\$5,361.00	\$5,612.00	\$5,884.00			
9 Annual	\$44,640	\$46,056	\$48,180	\$50,460	\$52,908	\$55,392	\$58,572	\$61,380	\$64,332	\$67,344	\$70,608	\$73,932	\$77,424			
9 Monthly	\$3,720.00	\$3,838.00	\$4,015.00	\$4,205.00	\$4,409.00	\$4,616.00	\$4,881.00	\$5,115.00	\$5,361.00	\$5,612.00	\$5,884.00	\$6,161.00	\$6,452.00			
10 Annual	\$48,960	\$50,460	\$52,908	\$55,392	\$58,020	\$60,780	\$64,332	\$67,344	\$70,608	\$73,932	\$77,424	\$81,168	\$84,972			
10 Monthly	\$4,080.00	\$4,205.00	\$4,409.00	\$4,616.00	\$4,835.00	\$5,065.00	\$5,361.00	\$5,612.00	\$5,884.00	\$6,161.00	\$6,452.00	\$6,764.00	\$7,081.00			
11 Annual	\$53,736	\$55,392	\$58,020	\$60,780	\$63,732	\$66,684	\$70,608	\$73,932	\$77,424	\$81,168	\$84,972	\$89,028	\$93,252			
11 Monthly	\$4,478.00	\$4,616.00	\$4,835.00	\$5,065.00	\$5,311.00	\$5,557.00	\$5,884.00	\$6,161.00	\$6,452.00	\$6,764.00	\$7,081.00	\$7,419.00	\$7,771.00			
12 Annual	\$58,956	\$60,780	\$63,732	\$66,684	\$69,912	\$73,188	\$77,424	\$81,168	\$84,972	\$89,028	\$93,252	\$97,668	\$102,336			
12 Monthly	\$4,913.00	\$5,065.00	\$5,311.00	\$5,557.00	\$5,826.00	\$6,099.00	\$6,452.00	\$6,764.00	\$7,081.00	\$7,419.00	\$7,771.00	\$8,139.00	\$8,528.00			
13 Annual	\$64,668	\$66,684	\$69,912	\$73,188	\$76,656	\$80,304	\$84,972	\$89,028	\$93,252	\$97,668	\$102,336	\$107,100	\$112,260			
13 Monthly	\$5,389.00	\$5,557.00	\$5,826.00	\$6,099.00	\$6,388.00	\$6,692.00	\$7,081.00	\$7,419.00	\$7,771.00	\$8,139.00	\$8,528.00	\$8,925.00	\$9,355.00			
14 Annual	\$71,004	\$73,188	\$76,656	\$80,304	\$84,120	\$88,140	\$93,252	\$97,668	\$102,336	\$107,100	\$112,260	\$117,684	\$123,168			
14 Monthly	\$5,917.00	\$6,099.00	\$6,388.00	\$6,692.00	\$7,010.00	\$7,345.00	\$7,711.00	\$8,139.00	\$8,528.00	\$8,925.00	\$9,355.00	\$9,807.00	\$10,264.00			
15 Annual	\$77,892	\$80,304	\$84,120	\$88,140	\$92,328	\$96,696	\$102,336	\$107,100	\$112,260	\$117,684	\$123,168	\$129,048	\$135,168			
15 Monthly	\$6,491.00	\$6,692.00	\$7,010.00	\$7,345.00	\$7,694.00	\$8,058.00	\$8,528.00	\$8,925.00	\$9,355.00	\$9,807.00	\$10,264.00	\$10,754.00	\$11,264.00			
16 Annual	\$85,524	\$88,140	\$92,328	\$96,696	\$101,340	\$106,080	\$112,260	\$117,684	\$123,168	\$129,048	\$135,168	\$141,612	\$148,296			
16 Monthly	\$7,127.00	\$7,345.00	\$7,694.00	\$8,058.00	\$8,445.00	\$8,840.00	\$9,355.00	\$9,807.00	\$10,264.00	\$10,754.00	\$11,264.00	\$11,801.00	\$12,358.00			
17 Annual	\$93,780	\$96,696	\$101,340	\$106,080	\$111,144	\$116,460	\$123,168	\$129,048	\$135,168	\$141,612	\$148,296	\$155,412	\$162,672			
17 Monthly	\$7,815.00	\$8,058.00	\$8,445.00	\$8,840.00	\$9,262.00	\$9,705.00	\$10,264.00	\$10,754.00	\$11,264.00	\$11,801.00	\$12,358.00	\$12,951.00	\$13,556.00			

**SR: SENIOR MANAGER SALARY PLAN  
RATES AS OF 1/1/2024**

	RATE 1	RATE 2	RATE 3	RATE 4	RATE 5	RATE 6	RATE 7	RATE 8	RATE 9	RATE 10	RATE 11	RATE 12	RATE 13	RATE 14	RATE 15	RATE 16
Annual	\$86,520	\$87,384	\$88,272	\$89,136	\$90,012	\$90,936	\$91,848	\$92,760	\$93,684	\$94,644	\$95,568	\$96,516	\$97,500	\$98,472	\$99,444	\$100,452
Monthly	\$7,210.00	\$7,282.00	\$7,356.00	\$7,428.00	\$7,501.00	\$7,578.00	\$7,654.00	\$7,730.00	\$7,807.00	\$7,887.00	\$7,964.00	\$8,043.00	\$8,125.00	\$8,206.00	\$8,287.00	\$8,371.00
Annual	\$101,436	\$102,456	\$103,488	\$104,520	\$105,564	\$106,620	\$107,688	\$108,756	\$109,848	\$110,940	\$112,056	\$113,172	\$114,300	\$115,440	\$116,604	\$117,768
Monthly	\$8,453.00	\$8,538.00	\$8,624.00	\$8,710.00	\$8,797.00	\$8,885.00	\$8,974.00	\$9,063.00	\$9,154.00	\$9,245.00	\$9,338.00	\$9,431.00	\$9,525.00	\$9,620.00	\$9,717.00	\$9,814.00
Annual	\$118,956	\$120,144	\$121,356	\$122,544	\$123,780	\$125,016	\$126,288	\$127,536	\$128,808	\$130,092	\$131,412	\$132,708	\$134,040	\$135,384	\$136,704	\$138,072
Monthly	\$9,913.00	\$10,012.00	\$10,113.00	\$10,212.00	\$10,315.00	\$10,418.00	\$10,524.00	\$10,628.00	\$10,734.00	\$10,841.00	\$10,951.00	\$11,059.00	\$11,170.00	\$11,282.00	\$11,392.00	\$11,506.00
Annual	\$139,488	\$140,868	\$142,272	\$143,712	\$145,140	\$146,592	\$148,092	\$149,556	\$151,080	\$152,568	\$154,092	\$155,616	\$157,152	\$158,724	\$160,332	\$161,952
Monthly	\$11,624.00	\$11,739.00	\$11,856.00	\$11,976.00	\$12,095.00	\$12,216.00	\$12,341.00	\$12,463.00	\$12,590.00	\$12,714.00	\$12,841.00	\$12,968.00	\$13,096.00	\$13,227.00	\$13,361.00	\$13,496.00
Annual	\$163,548	\$165,192	\$166,860	\$168,516	\$170,196	\$171,900	\$173,616	\$175,356	\$177,120	\$178,894	\$180,684	\$182,472	\$184,296	\$186,156	\$188,016	\$189,888
Monthly	\$13,629.00	\$13,766.00	\$13,905.00	\$14,043.00	\$14,183.00	\$14,325.00	\$14,468.00	\$14,613.00	\$14,760.00	\$14,907.00	\$15,057.00	\$15,206.00	\$15,358.00	\$15,513.00	\$15,669.00	\$15,824.00
Annual	\$191,772	\$193,692	\$195,660	\$197,604	\$199,572	\$201,564	\$203,580	\$205,620	\$207,660	\$209,748	\$211,848	\$213,972	\$216,108	\$218,264	\$220,444	\$222,648
Monthly	\$15,981.00	\$16,141.00	\$16,305.00	\$16,467.00	\$16,631.00	\$16,797.00	\$16,965.00	\$17,135.00	\$17,305.00	\$17,479.00	\$17,654.00	\$17,831.00	\$18,009.00	\$18,189.00	\$18,371.00	\$18,554.00

**SECTION 3.** The amendments to Section (G)(2)(c) in Section 1 shall be effective upon passage and approval; and all other portions of this Resolution shall be effective January 1, 2024, following passage and approval.