



CITY OF CHICAGO



OFFICE OF BUDGET AND MANAGEMENT

July 18, 2023

TO THE HONORABLE, THE CHAIRMAN AND
MEMBERS OF THE CITY COUNCIL COMMITTEE ON
THE BUDGET AND GOVERNMENT OPERATIONS

Ladies and Gentlemen:

I transmit herewith a resolution amending the Salary Resolution regarding lateral and rehire agreement; health benefits; salary adjustments; and IT salary schedule.

Your favorable consideration of this ordinance will be appreciated.

Very truly yours,

Annette Guzman

Annette Guzman
Budget Director

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)

B. Adoption And Definition Of The Compensation Plan.

(Omitted text is unaffected by this resolution)

(7) Continuity Of Service.

(Omitted text is unaffected by this resolution)

Non-seasonal employees who work a minimum of eighty (80) hours per month shall be credited with continuity of service for the time worked.

"The Chicago Police Department Lateral and Rehire Agreement" is incorporated into this "Regulations Governing the Administration of the Classification Plan and Employee Benefits for Classified Positions set forth in the Annual Appropriation Ordinance" ("the Salary Regulations") and made a part hereof. A copy of the "Chicago Police Department Lateral and Rehire Agreement" is on file with the City Clerk.

"The Chicago Police Department Lateral and Rehire Agreement" allows for the re-employment of former sworn Chicago Police Department members, as well as adjusted salary schedules for lateral hires from other sworn law enforcement agencies.

Notwithstanding any provision in the Salary Regulations to the contrary, all terms of the "Chicago Police Department Lateral and Rehire Agreement," shall apply only to former sworn police officers who resigned from the Chicago Police Department who are seeking to be rehired by the Chicago Police Department and lateral hires from other law enforcement agencies seeking to be hired by the Chicago Police Department.

(8) Health and Welfare Coverage.

(Omitted text is unaffected by this resolution)

Notwithstanding the preceding paragraph, in the case of insured health and welfare coverage, including a fully insured HMO, the City Comptroller or his designee is authorized to enter into and execute such applications for any related insurance policies or contracts provided that such policies and contracts have been filed with and approved by the appropriate state department of insurance or other regulatory authority with jurisdiction

over such matters, as and to the extent such filing and approval are required by applicable law or regulation.

The open enrollment period (that time when an employee can change coverage, carriers or HMO programs) shall be designated by the City Comptroller except for new full-time employees who shall be eligible for coverage on the first of the month following date of commencement of employment. Coverage shall terminate on the last ~~date worked~~ day of employment, subject to any legally required extensions ~~of coverage~~. In compliance with the Public Health Service Act (PHSA), 42 USCS 88 300bb-1-8, a terminated employee shall be offered the opportunity to elect continuation coverage beginning as of the date that coverage is terminated. With respect to an employee whose last day worked is other than the last day of the month, if such employee or the employee's dependents timely elect continuation coverage under the Public Health Services Act, the premium that the employee or any such dependents shall pay for such continuation of coverage through the remainder of the month shall be the balance due for that month at the regular active employee rate, taking into account any amounts the employee has already paid through payroll deductions. Thereafter, starting the first day of the following month, the required premium shall be the maximum amount permitted under the PHSA.

Where more than one member of a family is employed by the City, no duplication of coverage shall be allowed, including for dependents. An employee or dependent can be covered by only one City-paid health and welfare coverage plan.

(Omitted text is unaffected by this resolution)

C. Application And Interpretation Of The Employee Benefit And Compensation Plan.

(1) Starting Rate On Initial Employment.

Initial appointments to any positions shall be made at the entrance rate of the salary range prescribed for the applicable class grade. In exceptional cases for special rate positions, upon recommendation by the department head and approval of the Commissioner of Human Resources, the Budget Director and the Chairman of the Committee on ~~Workforce Development and Audit~~ the Budget and Government Operations of the City Council, initial appointment may be made at a rate above the normal entrance rate. Entrance above the normal entrance rate shall be based on the outstanding and unusual character of the applicant's education, experience and training over and above the minimum qualifications specified for the class.

(Omitted text is unaffected by this resolution)

(7) Limitation Of Salary Adjustments.

Personnel actions which result in increases in pay by means of advancement within a salary range, reclassification of position, or change of class grade or position shall be made as set forth herein, provided that no employees shall receive the benefit of more than two such actions in any calendar year, unless a supplemental action is recommended by the department head and is approved by the Commissioner of Human Resources, the Budget Director and the ~~Chairmen~~ Chairman of the Committees on the Budget and Government Operations ~~and Workforce Development and Audit~~ of the City Council.

(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 amended by adding a new Schedule IT between the existing Schedule I and Schedule J, as follows:

**SALARY SCHEDULE for Non-REPRESENTED IT LEAD, SUPERVISORY and MANAGEMENT STAFF
SALARY PLAN**

SCHEDULE IT

CLASS GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
		ENTRY RATE 12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS
1	ANNUAL	104,580	113,244	117,840	121,404	125,088	127,608	130,152	132,780	135,456
	MONTHLY	8,715	9,437	9,820	10,117	10,424	10,634	10,846	11,065	11,288
2	ANNUAL	113,244	117,840	121,404	125,088	132,780	135,456	139,596	142,404	145,248
	MONTHLY	9,437	9,820	10,117	10,424	11,065	11,288	11,633	11,867	12,104
3	ANNUAL	117,840	125,088	132,780	135,456	138,180	140,976	145,248	148,140	151,452
	MONTHLY	9,820	10,424	11,065	11,288	11,515	11,748	12,104	12,345	12,621
4	ANNUAL	123,864	132,780	140,976	145,248	149,616	154,164	157,284	160,428	163,656
	MONTHLY	10,322	11,065	11,748	12,104	12,468	12,847	13,107	13,369	13,638
5	ANNUAL	126,156	142,116	151,452	158,076	163,224	167,412	170,964	174,048	176,760
	MONTHLY	10,513	11,843	12,621	13,173	13,602	13,951	14,247	14,504	14,730
6	ANNUAL	144,216	162,996	173,988	181,788	187,836	192,780	196,968	200,580	203,772
	MONTHLY	12,018	13,583	14,499	15,149	15,653	16,065	16,414	16,715	16,981
7	ANNUAL	154,980	174,192	185,436	193,416	199,596	204,660	208,932	212,628	215,892
	MONTHLY	12,915	14,516	15,453	16,118	16,633	17,055	17,411	17,719	17,991

OBM-Comp

SECTION 3. This resolution shall be effective upon passage and approval.

APPROVED

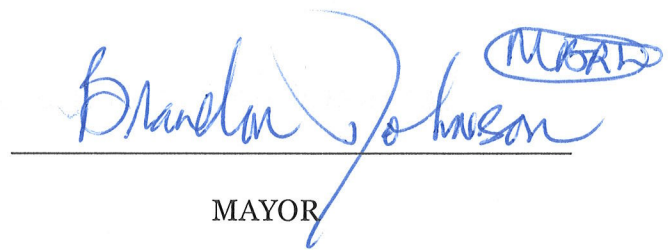


CORPORATION COUNSEL

DATED:

7/21/2023

APPROVED



MAYOR

DATED:

7.21.2023