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

**Section 310.TABLE C RC-056 (Site Superintendents and Departments of Veterans' Affairs, Natural Resources, Human Services and Agriculture and Historic Preservation Agency Managers, IFPE)**

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| --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Grade** |
| Agricultural Executive | 00800 | RC-056 | 20 |
| Agricultural Land and Water Resources Supervisor | 00811 | RC-056 | 21 |
| Natural Resources Education Program Coordinator | 28834 | RC-056 | 20 |
| Natural Resources Grant Coordinator | 28835 | RC-056 | 19 |
| Natural Resources Manager I | 28836 | RC-056 | 20 |
| Natural Resources Manager II | 28837 | RC-056 | 22 |
| Natural Resources Manager III | 28838 | RC-056 | 24 |
| Natural Resources Site Manager I | 28841 | RC-056 | 20 |
| Natural Resources Site Manager II | 28842 | RC-056 | 22 |
| Plant and Pesticide Specialist Supervisor | 32506 | RC-056 | 19 |
| Security Officer Chief (See Note) | 39875 | RC-056 | 16 |
| Security Officer Lieutenant (See Note) | 39876 | RC-056 | 14 |
| Site Superintendent I | 41211 | RC-056 | 19 |
| Site Superintendent II | 41212 | RC-056 | 21 |
| Site Superintendent III | 41213 | RC-056 | 23 |
| Veterinary Consumer Safety Officer | 47911 | RC-056 | 19 |
| Veterinary Pathologist | 47916 | RC-056 | 23 |
| Veterinary Supervisor I | 47917 | RC-056 | 21 |
| Veterinary Supervisor II | 47918 | RC-056 | 22 |
| Warehouse Examiner Supervisor | 48786 | RC-056 | 19 |

NOTES: Step Increases – Employees who have not attained Step 8 shall receive a step increase to the next step upon satisfactory completion of 12 months of creditable service.

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: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Sub-Step Increases – Step la, lb, and lc shall be implemented for all employees hired on or after July 1, 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.

Pension Formula Change **–** An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011 and, effective January 1, 2011, is covered by the standard formula for pension benefits (see the Illinois Pension Code [40 ILCS 5/1-160(g) and 14-110(b)]) shall be placed on the Pay Plan Code B salary grade assigned to the classification to which the position is allocated. An employee newly hired is an employee hired on or after January 1, 2011 who has never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

Longevity Pay **–** Effective July 1, 1998, the Step 7 rate shall be increased $50 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 7 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by $50 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased $75 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 2013, the Step 8 rate shall be increased $75 per month for those employees (non-sworn) who attain 10 years of service and have three of more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased $100 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8.

**Effective July 1, 2022**

**Bargaining Unit: RC-056**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Grade** | **Pay Plan Code** | **S T E P S** | | | | | | | | | | |
|
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 14 | B | 4193 | 4327 | 4465 | 4520 | 4698 | 4901 | 5082 | 5274 | 5582 | 5692 | 5922 |
| 14 | Q | 4370 | 4511 | 4653 | 4713 | 4903 | 5118 | 5309 | 5514 | 5833 | 5948 | 6188 |
| 16 | B | 4587 | 4736 | 4885 | 4951 | 5170 | 5386 | 5610 | 5834 | 6179 | 6305 | 6560 |
| 16 | Q | 4786 | 4941 | 5097 | 5170 | 5404 | 5628 | 5863 | 6100 | 6460 | 6721 | 6992 |
| 19 | B | 5348 | 5521 | 5694 | 5788 | 6061 | 6343 | 6613 | 6887 | 7302 | 7445 | 7745 |
| 20 | B | 5644 | 5828 | 6012 | 6113 | 6399 | 6704 | 6993 | 7284 | 7727 | 7878 | 8194 |
| 21 | B | 5960 | 6154 | 6349 | 6462 | 6774 | 7088 | 7413 | 7722 | 8204 | 8369 | 8701 |
| 22 | B | 6301 | 6506 | 6711 | 6836 | 7167 | 7508 | 7856 | 8182 | 8689 | 8865 | 9218 |
| 23 | B | 6683 | 6900 | 7120 | 7256 | 7629 | 7991 | 8361 | 8722 | 9268 | 9454 | 9832 |
| 24 | B | 6895 | 7120 | 7345 | 7489 | 7878 | 8256 | 8637 | 9021 | 9558 | 9775 | 10165 |

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