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

**Section 310.TABLE D HR-001 (Teamsters Local #700)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Plan Code** | **Monthly** | **Hourly** | **Effective Date** |
| Highway Maintainer (Snowbirds) | 18639 | HR-001 | Q | 4850 | 27.87 | July 1, 2022 |

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

**Effective July 1, 2022**

**HR-001**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Title** | **Title Code** | **Pay Plan Code** |  | | | | | | | | | | | |
| **75%** | | **80%** | | **85%** | | **90%** | | **95%** | | **Full Scale** | |
| **Mo.** | **Hr.** | **Mo.** | **Hr.** | **Mo.** | **Hr.** | **Mo.** | **Hr.** | **Mo.** | **Hr.** | **Mo.** | **Hr.** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Building Services Worker | 05616 | B | 3305 | 18.99 | 3524 | 20.25 | 3744 | 21.52 | 3965 | 22.79 | 4185 | 24.05 | 4405 | 25.32 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Elevator Operator | 13500 | B | 3371 | 19.37 | 3596 | 20.67 | 3822 | 21.97 | 4047 | 23.26 | 4270 | 24.54 | 4496 | 25.84 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Elevator Operator – Assistant Starter | 13500 | B | 3416 | 19.63 | 3643 | 20.94 | 3872 | 22.25 | 4099 | 23.56 | 4326 | 24.86 | 4554 | 26.17 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Elevator Operator – Starter | 13500 | B | 3437 | 19.75 | 3666 | 21.07 | 3894 | 22.38 | 4124 | 23.70 | 4352 | 25.01 | 4581 | 26.33 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Grounds Supervisor | 17549 | B | 5006 | 28.77 | 5341 | 30.70 | 5674 | 32.61 | 6007 | 34.52 | 6342 | 36.45 | 6675 | 38.36 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Grounds Supervisor (DHS – Chicago Read) | 17549 | B | 5188 | 29.82 | 5533 | 31.80 | 5879 | 33.79 | 6225 | 35.78 | 6571 | 37.76 | 6918 | 39.76 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Grounds Supervisor (DHS – Supervisor Tractor Trailer) | 17549 | B | 5436 | 31.24 | 5798 | 33.32 | 6160 | 35.40 | 6522 | 37.48 | 6885 | 39.57 | 7247 | 41.65 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Heavy Construction Equipment Operator (Regular – RG) | 18465 | Q | 5307 | 30.50 | 5660 | 32.53 | 6014 | 34.56 | 6368 | 36.60 | 6721 | 38.63 | 7076 | 40.67 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Heavy Construction Equipment Operator (Bridge Crew – BC) | 18465 | Q | 5383 | 30.94 | 5741 | 32.99 | 6100 | 35.06 | 6459 | 37.12 | 6818 | 39.18 | 7177 | 41.25 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Regular – RG) | 18639 | Q | 5196 | 29.86 | 5544 | 31.86 | 5889 | 33.84 | 6236 | 35.84 | 6582 | 37.83 | 6928 | 39.82 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Bridge Crew – BC) | 18639 | Q | 5275 | 30.32 | 5628 | 32.34 | 5980 | 34.37 | 6330 | 36.38 | 6682 | 38.40 | 7034 | 40.43 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Drill Rig – DR) | 18639 | Q | 5307 | 30.50 | 5660 | 32.53 | 6014 | 34.56 | 6368 | 36.60 | 6721 | 38.63 | 7076 | 40.67 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Emergency Patrol – EP) | 18639 | Q | 5309 | 30.51 | 5663 | 32.55 | 6018 | 34.59 | 6370 | 36.61 | 6725 | 38.65 | 7079 | 40.68 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Regular – RG) | 18659 | Q | 5341 | 30.70 | 5695 | 32.73 | 6052 | 34.78 | 6409 | 36.83 | 6764 | 38.87 | 7121 | 40.93 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Bridge Crew – BC) | 18659 | Q | 5417 | 31.13 | 5778 | 33.21 | 6138 | 35.28 | 6500 | 37.36 | 6862 | 39.44 | 7221 | 41.50 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Emergency Patrol – EP) | 18659 | Q | 5450 | 31.32 | 5814 | 33.41 | 6177 | 35.50 | 6538 | 37.57 | 6902 | 39.67 | 7266 | 41.76 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Lead Lead Worker) (Regular – RG) | 18659 | Q | 5394 | 31.00 | 5754 | 33.07 | 6112 | 35.13 | 6473 | 37.20 | 6833 | 39.27 | 7192 | 41.33 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC) | 18659 | Q | 5471 | 31.44 | 5836 | 33.54 | 6201 | 35.64 | 6565 | 37.73 | 6929 | 39.82 | 7295 | 41.93 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol – EP) | 18659 | Q | 5505 | 31.64 | 5872 | 33.75 | 6239 | 35.86 | 6607 | 37.97 | 6973 | 40.07 | 7340 | 42.18 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Laborer (Maintenance) (Regular – RG) | 23080 | B | 5030 | 28.91 | 5365 | 30.83 | 5701 | 32.76 | 6036 | 34.69 | 6371 | 36.61 | 6707 | 38.55 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator | 25020 | B | 5133 | 29.50 | 5473 | 31.45 | 5817 | 33.43 | 6157 | 35.39 | 6501 | 37.36 | 6842 | 39.32 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator (DHS – Tractor Trailer) | 25020 | B | 5156 | 29.63 | 5501 | 31.61 | 5844 | 33.59 | 6188 | 35.56 | 6531 | 37.53 | 6875 | 39.51 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator (Dispatcher) | 25020 | B | 5319 | 30.57 | 5674 | 32.61 | 6029 | 34.65 | 6385 | 36.70 | 6737 | 38.72 | 7093 | 40.76 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (not DOT, DHS – Chicago Read or DHS – Forensic) | 25500 | B | 4973 | 28.58 | 5304 | 30.48 | 5634 | 32.38 | 5967 | 34.29 | 6297 | 36.19 | 6629 | 38.10 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (DHS – Chicago Read) | 25500 | B | 5133 | 29.50 | 5473 | 31.45 | 5817 | 33.43 | 6157 | 35.39 | 6501 | 37.36 | 6842 | 39.32 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (DHS – Forensic) | 25500 | Q | 5196 | 29.86 | 5544 | 31.86 | 5889 | 33.84 | 6236 | 35.84 | 6582 | 37.83 | 6928 | 39.82 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (DOT – Regular – RG) | 25500 | B | 5072 | 29.15 | 5410 | 31.09 | 5747 | 33.03 | 6085 | 34.97 | 6424 | 36.92 | 6762 | 38.86 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (DOT – Emergency Patrol – EP) | 25500 | B | 5180 | 29.77 | 5525 | 31.75 | 5871 | 33.74 | 6215 | 35.72 | 6561 | 37.71 | 6905 | 39.68 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Sign Hanger | 40900 | B | 5196 | 29.86 | 5544 | 31.86 | 5889 | 33.84 | 6236 | 35.84 | 6582 | 37.83 | 6928 | 39.82 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Sign Hanger Foreman | 40910 | B | 5341 | 30.70 | 5695 | 32.73 | 6052 | 34.78 | 6409 | 36.83 | 6764 | 38.87 | 7121 | 40.93 |

NOTES: General Increases – The pay rates for all bargaining unit classifications shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%.

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

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