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

**Section 310.TABLE Z RC-063 (Physicians, AFSCME)**<br>**Section 310.TABLE AA NR-916 (Departments of Central Management Services, Natural Resources and Transportation, Teamsters)**<br>**Section 310.TABLE AB RC-150 (Public Service Administrators Option 6, AFSCME) (Repealed)**<br>**Section 310.TABLE AC RC-036 (Public Service Administrators Option 8L Department of Healthcare and Family Services, INA)**<br>**Section 310.TABLE AD RC-184 (Blasting Experts, Blasting Specialists and Blasting Supervisors Department of Natural Resources, SEIU Local 73)**<br>**Section 310.TABLE AE RC-090 (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Grade** |
| Physician | 32200 | RC-063 | MD |
| Physician Specialist, Option A | 32221 | RC-063 | MD-A |
| Physician Specialist, Option B | 32222 | RC-063 | MD-B |
| Physician Specialist, Option C | 32223 | RC-063 | MD-C |
| Physician Specialist, Option D | 32224 | RC-063 | MD-D |
| Physician Specialist, Option E | 32225 | RC-063 | MD-E |

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 6 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 6 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 6 in the same or higher pay grade on or before July 1, 2013, the Step 6 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 6 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-063**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Grade** | **Pay Plan Code** | **S T E P S** | | | | | | | | |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** |
| MD | B | 11092 | 11456 | 11819 | 12096 | 12791 | 13492 | 14189 | 14895 | 15583 |
| MD | Q | 11590 | 11968 | 12347 | 12643 | 13368 | 14100 | 14829 | 15563 | 16286 |
| MD | S | 11680 | 12063 | 12445 | 12742 | 13467 | 14203 | 14931 | 15664 | 16391 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-A | B | 11724 | 12108 | 12491 | 12791 | 13582 | 14374 | 15165 | 15956 | 16744 |
| MD-A | Q | 12250 | 12651 | 13051 | 13368 | 14198 | 15021 | 15854 | 16677 | 17503 |
| MD-A | S | 12341 | 12744 | 13150 | 13467 | 14295 | 15126 | 15954 | 16781 | 17604 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-B | B | 12782 | 13199 | 13619 | 13952 | 14787 | 15629 | 16464 | 17307 | 18147 |
| MD-B | Q | 13357 | 13796 | 14234 | 14588 | 15455 | 16337 | 17212 | 18088 | 18963 |
| MD-B | S | 13448 | 13887 | 14329 | 14685 | 15560 | 16440 | 17310 | 18185 | 19066 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-C | B | 14265 | 14734 | 15201 | 15583 | 16511 | 17449 | 18374 | 19306 | 20234 |
| MD-C | Q | 14906 | 15394 | 15883 | 16286 | 17261 | 18236 | 19203 | 20177 | 21146 |
| MD-C | S | 14999 | 15492 | 15984 | 16391 | 17361 | 18335 | 19307 | 20276 | 21251 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-D | B | 15962 | 16487 | 17008 | 17449 | 18374 | 19306 | 20234 | 21162 | 22095 |
| MD-D | Q | 16677 | 17227 | 17773 | 18236 | 19203 | 20177 | 21146 | 22125 | 23094 |
| MD-D | S | 16768 | 17318 | 17868 | 18335 | 19307 | 20276 | 21251 | 22222 | 23191 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-E | B | 16915 | 17469 | 18024 | 18493 | 19480 | 20467 | 21451 | 22441 | 23422 |
| MD-E | Q | 17673 | 18254 | 18833 | 19328 | 20359 | 21393 | 22418 | 23451 | 24477 |
| MD-E | S | 17769 | 18355 | 18936 | 19434 | 20455 | 21488 | 22519 | 23554 | 24582 |

**Effective January 1, 2024**

**Bargaining Unit: RC-063**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Grade** | **Pay Plan Code** | **S T E P S** | | | | | | | | |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** |
| MD | B | 11369 | 11742 | 12114 | 12398 | 13111 | 13829 | 14544 | 15267 | 15973 |
| MD | Q | 11880 | 12267 | 12656 | 12959 | 13702 | 14453 | 15200 | 15952 | 16693 |
| MD | S | 11972 | 12365 | 12756 | 13061 | 13804 | 14558 | 15304 | 16056 | 16801 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-A | B | 12017 | 12411 | 12803 | 13111 | 13922 | 14733 | 15544 | 16355 | 17163 |
| MD-A | Q | 12556 | 12967 | 13377 | 13702 | 14553 | 15397 | 16250 | 17094 | 17941 |
| MD-A | S | 12650 | 13063 | 13479 | 13804 | 14652 | 15504 | 16353 | 17201 | 18044 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-B | B | 13102 | 13529 | 13959 | 14301 | 15157 | 16020 | 16876 | 17740 | 18601 |
| MD-B | Q | 13691 | 14141 | 14590 | 14953 | 15841 | 16745 | 17642 | 18540 | 19437 |
| MD-B | S | 13784 | 14234 | 14687 | 15052 | 15949 | 16851 | 17743 | 18640 | 19543 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-C | B | 14622 | 15102 | 15581 | 15973 | 16924 | 17885 | 18833 | 19789 | 20740 |
| MD-C | Q | 15279 | 15779 | 16280 | 16693 | 17693 | 18692 | 19683 | 20681 | 21675 |
| MD-C | S | 15374 | 15879 | 16384 | 16801 | 17795 | 18793 | 19790 | 20783 | 21782 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-D | B | 16361 | 16899 | 17433 | 17885 | 18833 | 19789 | 20740 | 21691 | 22647 |
| MD-D | Q | 17094 | 17658 | 18217 | 18692 | 19683 | 20681 | 21675 | 22678 | 23671 |
| MD-D | S | 17187 | 17751 | 18315 | 18793 | 19790 | 20783 | 21782 | 22778 | 23771 |
|  |  |  |  |  |  |  |  |  |  |  |
| MD-E | B | 17338 | 17906 | 18475 | 18955 | 19967 | 20979 | 21987 | 23002 | 24008 |
| MD-E | Q | 18115 | 18710 | 19304 | 19811 | 20868 | 21928 | 22978 | 24037 | 25089 |
| MD-E | S | 18213 | 18814 | 19409 | 19920 | 20966 | 22025 | 23082 | 24143 | 25197 |

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

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

**Section 310.TABLE AA NR-916 (Departments of Central Management Services, Natural Resources and Transportation, Teamsters)**

**Effective January 1, 2020**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Plan Code** | **Minimum Salary** | **Midpoint Salary** | **Maximum Salary** |
| Cartographer III | 06673 | NR-916 | B | 4765 | 6530 | 8295 |
| Civil Engineer I | 07601 | NR-916 | B | 4635 | 5823 | 7010 |
| Civil Engineer II | 07602 | NR-916 | B | 4945 | 6490 | 8035 |
| Civil Engineer III | 07603 | NR-916 | B | 5430 | 7215 | 9000 |
| Civil Engineer Trainee | 07607 | NR-916 | B | 4365 | 5163 | 5960 |
| End-User Computer Services Specialist I | 13691 | NR-916 | B | 4190 | 5753 | 7315 |
| End-User Computer Services Specialist II | 13692 | NR-916 | B | 4765 | 6530 | 8295 |
| End-User Computer Systems Analyst | 13693 | NR-916 | B | 5120 | 7138 | 9155 |
| Engineering Technician I | 13731 | NR-916 | B | 2695 | 3715 | 4735 |
| Engineering Technician II | 13732 | NR-916 | B | 3235 | 4463 | 5690 |
| Engineering Technician III | 13733 | NR-916 | B | 3920 | 5348 | 6775 |
| Engineering Technician IV | 13734 | NR-916 | B | 4790 | 6783 | 8775 |
| Highway Construction Supervisor I | 18525 | NR-916 | B | 4345 | 5975 | 7605 |
| Highway Construction Supervisor II | 18526 | NR-916 | B | 4855 | 6823 | 8790 |
| Technical Manager I | 45261 | NR-916 | B | 3680 | 5040 | 6400 |

NOTES:

General Increases – The pay rates for all bargaining unit positions 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%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Increase – Effective July 1, 2019 bargaining unit employees shall receive a one-time longevity increase based on the following years of service with any agency covered under this agreement:

|  |  |
| --- | --- |
| Years of Service | Per Month |
| 5-9.9 | $50 |
| 10-14.9 | $75 |
| 15-19.9 | $95 |
| 20+ | $115 |

(Source: Amended at 45 Ill. Reg. 8651, effective July 1, 2021)**Section 310.APPENDIX A Negotiated Rates of Pay**

**Section 310.TABLE AB RC-150 (Public Service Administrators Option 6, AFSCME) (Repealed)**

(Source: Repealed by peremptory rulemaking at 37 Ill. Reg. 5925, effective April 18, 2013)

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

**Section 310.TABLE AC RC-036 (Public Service Administrators Option 8L Department of Healthcare and Family Services, INA)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Plan Code** |
| Public Service Administrator, Option 8L (Department of Healthcare and Family Services' Office of Inspector General's Bureau of Administrative Legislation) | 37015 | RC-036 | B |

NOTES: Longevity Pay – Effective September 23, 2013, the Step 8 rate shall be increased by $75 a month for 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 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 increase by $100 a month.

**Effective July 1, 2022**

**RC-036 Bargaining Unit**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **S T E P S** | | | | | | | | | | |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 6876 | 7104 | 7331 | 7557 | 7958 | 8377 | 8778 | 9185 | 9598 | 10201 | 10607 |

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)**Section 310.APPENDIX A Negotiated Rates of Pay**

**Section 310.TABLE AD RC-184 (Blasting Experts, Blasting Specialists and Blasting Supervisors Department of Natural Resources, SEIU Local 73)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Grade** |
| Blasting Expert | 04720 | RC-184 | 22 |
| Blasting Specialist | 04725 | RC-184 | 21 |
| Blasting Supervisor | 04730 | RC-184 | 23 |

NOTES: 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.

Step Increases – Employees shall receive a step increase to the next step upon satisfactory completion of 12 months creditable service.

Sub-Step Increases – Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by $25 per month, with subsequent $25 increases effective July 1, 2020 and July 1, 2021.

**Effective July 1, 2022**

**Bargaining Unit: RC-184**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Grade** | **Pay Plan Code** | **S T E P S** | | | | | | | | | | |
| **1c** | **1b** | **1a** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 21 | B | 5841 | 6029 | 6218 | 6328 | 6656 | 6976 | 7301 | 7634 | 7952 | 8449 | 8786 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 22 | B | 6170 | 6370 | 6571 | 6691 | 7041 | 7384 | 7734 | 8091 | 8427 | 8952 | 9311 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 23 | B | 6538 | 6754 | 6966 | 7096 | 7473 | 7858 | 8229 | 8609 | 8981 | 9549 | 9932 |

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)**Section 310.APPENDIX A Negotiated Rates of Pay**

**Section 310.TABLE AE RC-090 (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)**

(Source: Repealed at 42 Ill. Reg. 5357, effective March 9, 2018)