

COLLECTIVE BARGAINING AGREEMENT

Between

**AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES UNION, COUNCIL 31, AFL-CIO
(Health Facilities Locals 1111, 1178 and 1276)**

And

COUNTY OF COOK

December 1, 2017 through November 30, 2020

Effective upon Approval by the Cook County Board of Commissioners

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

Effective June 1, 2020

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	After 1
													Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	14,341	15,934	16,611	17,319	18,054	18,822	19,625	20,467	21,018	21,546	22,826			
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.52	1,444.32	1,505.76	1,570.00	1,638.58	1,681.44	1,723.68	1,810.00			
	Annual	28,829	33,142	34,550	36,023	37,652	39,149	40,820	42,550	43,717	44,815	47,060			
10	Hourly	15,381	17,068	17,785	18,552	19,338	20,160	21,017	21,911	22,516	23,081	24,233			
	Bi-Weekly	1,228.88	1,385.44	1,428.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,846.48	1,938.64			
	Annual	31,950	35,501	37,013	38,568	40,223	41,832	43,716	46,874	46,831	48,008	50,404			
11	Hourly	16,481	18,312	19,080	19,804	20,748	21,628	22,547	23,507	24,154	24,761	25,998			
	Bi-Weekly	1,319.28	1,484.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,980.88	2,079.84			
	Annual	34,301	38,088	39,707	41,400	43,155	44,886	48,887	48,894	50,240	51,502	54,076			
12	Hourly	17,649	19,607	20,446	21,316	22,222	23,164	24,150	25,176	25,868	26,518	27,844			
	Bi-Weekly	1,411.62	1,586.56	1,635.68	1,706.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,121.44	2,227.52			
	Annual	36,709	40,782	42,627	44,337	46,221	48,161	50,232	52,368	53,605	55,157	57,915			
13	Hourly	18,904	21,005	21,887	22,828	23,788	24,809	25,882	26,982	27,704	28,400	29,818			
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,828.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,272.00	2,385.52			
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,782	56,080	57,624	59,072	62,023			
14	Hourly	20,288	22,552	23,511	24,608	25,551	26,835	27,767	28,948	29,743	30,490	32,016			
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,378.44	2,439.20	2,581.20			
	Annual	42,215	48,908	48,902	50,978	53,148	55,400	57,755	60,211	61,886	63,419	66,681			
15	Hourly	21,850	24,278	25,308	26,383	27,504	28,673	29,893	31,162	32,021	32,827	34,467			
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.88	2,591.68	2,688.16	2,787.36			
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,916	66,803	68,280	71,691			
16	Hourly	23,455	26,061	27,169	28,323	29,526	30,780	32,088	33,455	34,374	35,237	36,997			
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,818.88	2,959.76			
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	68,743	69,888	71,497	73,282	76,963			
17	Hourly	25,171	27,967	28,158	30,394	31,887	33,033	34,438	35,901	36,889	37,816	39,704			
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.62	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,025.12	3,176.32			
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,955	82,594			
18	Hourly	26,963	29,958	31,230	32,588	33,941	35,384	36,889	38,456	39,513	40,508	42,533			
	Bi-Weekly	2,157.04	2,398.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,240.48	3,402.64			
	Annual	58,083	62,312	64,958	67,720	70,597	73,596	76,728	79,988	82,167	84,262	88,468			
19	Hourly	28,574	32,859	34,268	35,715	37,232	38,812	40,465	42,182	43,344	44,431	46,554			
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.66	3,104.96	3,237.20	3,374.56	3,467.62	3,554.48	3,732.32			
	Annual	61,513	68,348	71,258	74,287	77,442	80,728	84,167	87,738	90,155	92,418	97,040			
20	Hourly	32,475	38,084	37,617	39,217	40,884	42,620	44,431	46,318	47,583	48,788	51,228			
	Bi-Weekly	2,598.00	2,889.72	3,009.36	3,137.38	3,270.72	3,409.60	3,554.46	3,705.62	3,807.44	3,903.04	4,098.08			
	Annual	67,548	75,054	78,243	81,671	85,038	88,649	92,416	96,343	98,993	101,479	106,580			
21	Hourly	36,690	39,855	41,340	43,087	44,929	46,837	48,827	50,904	52,305	53,616	56,286			
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,289.20	4,508.60			
	Annual	74,235	82,482	85,987	88,641	93,452	97,420	101,580	105,880	108,794	111,519	117,083			
22	Hourly	39,165	43,517	45,367	47,294	49,303	51,400	53,582	55,861	57,398	58,837	61,779			
	Bi-Weekly	3,133.20	3,481.36	3,629.38	3,783.52	3,944.24	4,112.00	4,288.56	4,468.88	4,591.68	4,706.08	4,942.32			
	Annual	81,463	90,515	94,363	98,371	102,550	106,812	111,450	116,190	119,363	122,380	128,500			
23	Hourly	41,077	46,641	47,584	49,808	51,713	53,911	56,202	58,591	60,201	61,714	64,800			
	Bi-Weekly	3,286.16	3,651.28	3,806.72	3,986.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,937.12	5,184.00			
	Annual	85,440	94,933	98,974	103,180	107,583	112,134	116,900	121,889	126,218	128,365	134,784			

Effective June 1, 2019

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

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													Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	14,080	15,822	16,285	16,979	17,700	18,453	19,240	20,056	20,895	21,764	22,661			
	Bi-Weekly	1,124.80	1,249.76	1,302.80	1,358.32	1,416.00	1,476.24	1,539.20	1,604.48	1,648.48	1,689.82	1,774.48			
	Annual	29,244	32,483	33,872	36,318	36,816	38,382	40,018	41,716	42,960	43,937	48,136			
10	Hourly	15,080	16,733	17,446	18,188	18,959	19,765	20,605	21,481	22,074	22,628	23,768			
	Bi-Weekly	1,204.80	1,338.84	1,395.88	1,455.04	1,516.72	1,581.20	1,648.40	1,718.48	1,765.92	1,810.24	1,900.64			
	Annual	31,324	34,804	36,267	37,831	39,434	41,111	42,858	44,680	45,913	47,066	49,416			
11	Hourly	16,168	17,953	18,716	19,514	20,341	21,204	22,105	23,046	23,680	24,275	25,498			
	Bi-Weekly	1,293.44	1,436.24	1,497.28	1,561.12	1,627.28	1,696.32	1,768.40	1,843.88	1,894.40	1,942.00	2,039.04			
	Annual	33,829	37,342	38,928	40,589	42,309	44,104	45,978	47,835	49,254	50,492	53,015			
12	Hourly	17,303	19,223	20,045	20,898	21,786	22,710	23,676	24,682	25,361	25,988	27,298			
	Bi-Weekly	1,384.24	1,537.84	1,603.60	1,671.84	1,742.88	1,816.80	1,894.08	1,974.56	2,028.88	2,079.84	2,183.84			
	Annual	36,990	38,883	41,883	43,487	46,314	47,236	48,246	51,398	52,780	54,076	58,779			
13	Hourly	18,533	20,593	21,468	22,378	23,331	24,323	25,355	26,433	27,191	27,843	29,284			
	Bi-Weekly	1,482.64	1,647.44	1,717.44	1,790.24	1,888.48	1,945.84	2,028.40	2,114.64	2,172.88	2,227.44	2,338.72			
	Annual	38,548	42,833	44,653	46,548	48,528	50,591	52,738	54,980	56,494	57,913	60,808			
14	Hourly	19,898	22,110	23,050	24,028	25,050	26,113	27,223	28,380	29,160	29,892	31,387			
	Bi-Weekly	1,591.84	1,768.80	1,844.00	1,922.24	2,004.00	2,089.04	2,177.84	2,270.40	2,332.80	2,381.36	2,510.96			
	Annual	41,367	46,888	47,944	49,978	52,104	54,315	56,823	58,030	60,852	62,176	65,284			
15	Hourly	21,422	23,802	24,812	25,868	26,985	28,111	29,307	30,551	31,393	32,163	33,791			
	Bi-Weekly	1,713.76	1,904.16	1,984.86	2,089.28	2,157.20	2,248.88	2,344.56	2,444.08	2,511.44	2,574.64	2,703.28			
	Annual	44,567	49,508	51,808	53,801	56,867	58,470	60,958	63,546	65,297	66,940	70,285			
16	Hourly	22,998	25,560	26,636	27,768	28,947	30,176	31,459	32,789	33,700	34,548	36,272			
	Bi-Weekly	1,839.80	2,044.00	2,130.88	2,221.44	2,315.76	2,414.08	2,516.72	2,623.32	2,696.00	2,763.68	2,901.76			
	Annual	47,828	53,144	55,402	57,787	60,209	62,766	65,434	68,221	70,068	71,855	75,445			
17	Hourly	24,677	27,419	28,587	29,798	31,066	32,385	33,769	35,197	36,166	37,074	38,925			
	Bi-Weekly	1,974.16	2,193.52	2,288.96	2,383.84	2,486.28	2,588.80	2,701.04	2,818.76	2,893.28	2,968.92	3,114.00			
	Annual	51,328	57,031	58,460	61,979	64,617	67,360	70,227	73,269	75,225	77,113	80,864			
18	Hourly	26,434	29,371	30,618	31,920	33,276	34,680	36,156	37,701	38,738	39,712	41,699			
	Bi-Weekly	2,114.72	2,349.68	2,449.44	2,553.60	2,662.00	2,775.20	2,893.28	3,016.08	3,089.04	3,176.96	3,335.92			
	Annual	54,982	61,091	63,885	66,393	69,212	72,155	75,225	78,416	80,575	82,600	86,743			
19	Hourly	28,394	32,215	33,586	35,015	36,502	38,051	39,672	41,355	42,484	43,560	45,739			
	Bi-Weekly	2,319.52	2,677.20	2,696.88	2,801.20	2,920.16	3,044.08	3,173.76	3,308.40	3,399.82	3,484.80	3,659.12			
	Annual	60,307	67,007	68,858	72,831	75,924	78,146	82,617	86,018	88,387	90,604	95,127			
20	Hourly	31,898	35,376	36,879	38,448	40,082	41,784	43,560	45,411	46,880	47,831	50,222			
	Bi-Weekly	2,547.04	2,830.08	2,950.32	3,075.84	3,208.58	3,342.72	3,484.80	3,632.88	3,732.80	3,826.48	4,017.76			
	Annual	68,223	73,582	76,708	78,971	83,370	86,910	90,604	94,454	97,052	99,488	104,461			
21	Hourly	34,980	38,877	40,529	42,252	44,048	45,919	47,870	49,906	51,279	52,584	55,181			
	Bi-Weekly	2,799.20	3,110.16	3,242.32	3,380.16	3,523.84	3,673.62	3,829.60	3,992.48	4,102.32	4,205.12	4,418.28			
	Annual	72,778	80,684	84,300	87,884	91,819	95,511	98,589	103,804	106,980	109,333	114,787			
22	Hourly	38,397	42,684	44,477	46,387	48,336	50,392	52,531	54,766	56,271	57,683	60,588			
	Bi-Weekly	3,071.76	3,413.12	3,558.16	3,709.38	3,866.88	4,031.36	4,202.48	4,381.28	4,501.68	4,614.84	4,845.44			
	Annual	79,865	88,741	92,512	98,443	100,638	104,815	108,264	113,913	117,043	119,980	125,981			
23	Hourly	40,272	44,746	46,651	48,633	50,699	52,854	55,100	57,442	58,021	60,504	63,529			
	Bi-Weekly	3,221.76	3,579.68	3,732.08	3,890.64	4,055.92	4,228.32	4,408.00	4,595.36	4,721.68	4,840.32	5,082.32			
	Annual	83,765	93,071	97,034	101,156	105,453	109,838	114,808	119,479	122,793	125,848	132,140			

Effective December 1, 2018

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AFSCME**

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														Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	13.784	15.316	15.968	16.646	17.353	18.091	18.863	19.663	20.202	20.710	21.746				
	Bi-Weekly	1,102.72	1,225.28	1,277.28	1,331.68	1,388.24	1,447.28	1,508.04	1,573.04	1,616.16	1,656.80	1,738.88				
	Annual	26,670	31,857	33,209	34,823	36,094	37,829	39,235	40,899	42,020	43,076	45,231				
10	Hourly	14.765	16.405	17.104	17.831	18.687	19.377	20.201	21.060	21.641	22.184	23.292				
	Bi-Weekly	1,181.20	1,312.40	1,368.32	1,426.48	1,486.96	1,550.16	1,616.08	1,684.80	1,731.28	1,774.72	1,863.36				
	Annual	30,711	34,122	35,576	37,088	38,680	40,304	42,018	43,804	45,013	46,142	48,447				
11	Hourly	15.861	17.801	18.349	18.931	19.642	20.788	21.672	22.594	23.218	23.789	24.988				
	Bi-Weekly	1,288.08	1,408.08	1,467.92	1,530.48	1,596.36	1,663.04	1,733.76	1,807.82	1,867.28	1,903.82	1,999.04				
	Annual	32,970	36,810	38,185	39,792	41,479	43,239	45,077	46,985	48,289	49,501	51,676				
12	Hourly	16.964	18.849	19.652	20.488	21.359	22.265	23.212	24.186	24.884	25.468	26.763				
	Bi-Weekly	1,357.12	1,507.92	1,572.16	1,639.04	1,708.72	1,781.20	1,856.96	1,936.84	1,989.12	2,039.04	2,141.04				
	Annual	35,285	39,205	40,876	42,815	44,426	46,311	48,280	50,331	51,717	53,016	55,867				
13	Hourly	18.170	20.189	21.047	21.939	22.874	23.846	24.858	25.915	26.828	27.297	28.681				
	Bi-Weekly	1,453.60	1,615.12	1,683.76	1,755.12	1,829.92	1,907.68	1,988.64	2,073.20	2,130.24	2,183.76	2,282.88				
	Annual	37,793	41,993	43,777	45,933	47,577	49,599	51,704	53,903	55,368	56,777	59,614				
14	Hourly	19.508	21.678	22.698	23.657	24.659	25.691	26.889	27.824	28.586	29.308	30.772				
	Bi-Weekly	1,580.64	1,734.08	1,807.84	1,884.56	1,964.72	2,048.08	2,135.12	2,225.92	2,287.04	2,344.48	2,481.76				
	Annual	40,576	45,068	47,003	48,888	51,082	53,250	55,513	57,873	59,463	60,956	64,005				
15	Hourly	21.002	23.335	24.325	25.359	26.436	27.560	28.732	29.952	30.777	31.552	33.128				
	Bi-Weekly	1,680.16	1,866.80	1,946.00	2,028.72	2,114.88	2,204.80	2,298.56	2,396.16	2,462.16	2,524.16	2,650.24				
	Annual	43,684	48,526	50,596	52,746	54,895	57,324	59,762	62,300	64,018	65,628	68,806				
16	Hourly	22.544	25.049	26.114	27.224	28.379	29.584	30.842	32.158	33.039	33.889	35.561				
	Bi-Weekly	1,803.52	2,003.92	2,089.12	2,177.92	2,270.32	2,366.72	2,467.36	2,572.48	2,643.12	2,709.52	2,844.88				
	Annual	46,891	52,101	54,317	56,825	59,028	61,534	64,151	66,864	68,721	70,447	73,968				
17	Hourly	24.193	26.881	28.028	29.214	30.457	31.750	33.101	34.507	35.457	36.347	38.162				
	Bi-Weekly	1,935.44	2,150.48	2,242.08	2,337.12	2,436.86	2,540.00	2,648.08	2,760.56	2,836.56	2,907.76	3,082.96				
	Annual	50,321	55,812	58,294	60,765	63,350	66,040	68,850	71,774	73,750	75,501	79,376				
18	Hourly	25.916	28.795	30.018	31.294	32.623	34.010	35.457	36.962	37.978	38.933	40.881				
	Bi-Weekly	2,073.28	2,303.60	2,401.44	2,503.52	2,609.84	2,720.80	2,836.56	2,956.96	3,036.24	3,114.84	3,270.48				
	Annual	53,808	59,893	62,437	65,081	67,855	70,740	73,750	76,860	78,964	80,980	85,032				
19	Hourly	28.425	31.583	32.927	34.328	35.786	37.305	38.884	40.544	41.661	42.706	44.842				
	Bi-Weekly	2,274.00	2,628.64	2,834.16	2,946.24	3,062.88	3,184.40	3,311.52	3,443.60	3,532.88	3,616.48	3,857.36				
	Annual	59,124	65,682	68,498	71,402	74,434	77,594	80,899	84,331	86,664	88,828	93,271				
20	Hourly	31.214	34.662	36.156	37.694	39.286	40.935	42.706	44.521	45.745	46.993	49.237				
	Bi-Weekly	2,497.12	2,774.56	2,992.48	3,015.52	3,145.68	3,277.20	3,416.48	3,561.68	3,659.80	3,751.44	3,938.96				
	Annual	64,925	72,138	75,204	78,403	81,735	85,207	88,828	92,603	95,149	97,537	102,412				
21	Hourly	34.304	38.115	39.734	41.424	43.184	45.019	46.931	48.927	50.274	51.533	54.109				
	Bi-Weekly	2,744.32	3,049.20	3,178.72	3,313.92	3,454.72	3,601.52	3,754.48	3,914.16	4,021.92	4,122.64	4,328.72				
	Annual	71,352	79,279	82,848	88,161	90,822	93,839	97,516	101,768	104,599	107,199	112,548				
22	Hourly	37.644	41.827	43.605	45.458	47.388	49.404	51.501	53.682	55.168	56.552	59.380				
	Bi-Weekly	3,011.52	3,346.16	3,488.40	3,636.64	3,791.04	3,952.32	4,120.08	4,295.36	4,413.44	4,524.16	4,750.40				
	Annual	76,269	87,000	90,696	94,852	98,567	102,780	107,122	111,679	114,748	117,628	123,510				
23	Hourly	39.462	43.889	45.738	47.679	49.705	51.818	54.020	56.316	57.864	59.316	62.283				
	Bi-Weekly	3,159.56	3,508.52	3,658.88	3,814.32	3,976.40	4,145.44	4,321.60	4,506.28	4,629.12	4,745.44	4,982.64				
	Annual	82,122	91,247	95,130	99,172	103,366	107,781	112,361	117,137	120,357	123,381	129,548				

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN - AFSCME 1111**

Effective June 1, 2020

<u>Grade</u>	<u>Min Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	<u>12th Step</u>	<u>13th Step</u>
PN1 Hourly	19.001	19.419	19.828	20.410	21.080	21.899	22.260	23.148	23.832	24.639	25.271	27.205	27.815
PN1 Bi-Weekly	1,520.08	1,553.52	1,586.24	1,632.80	1,684.80	1,735.92	1,780.80	1,851.84	1,906.66	1,953.12	2,021.68	2,178.40	2,209.20
PN1 Annual	39,522	40,391	41,242	42,462	43,804	45,133	46,300	48,147	49,570	51,041	52,563	56,586	57,439
PN2 Hourly	20.117	20.777	21.330	21.992	22.615	23.288	23.661	24.826	25.571	26.337	27.127	29.204	29.646
PN2 Bi-Weekly	1,609.36	1,662.16	1,706.40	1,759.36	1,809.20	1,861.44	1,910.48	1,988.08	2,045.88	2,106.96	2,170.16	2,336.32	2,371.68
PN2 Annual	41,843	43,216	44,366	45,743	47,039	48,397	49,672	51,658	53,187	54,780	56,424	60,744	61,863
PN3 Hourly	21.111	21.803	22.391	23.085	23.745	24.430	25.087	26.080	26.841	27.645	28.475	30.853	31.113
PN3 Bi-Weekly	1,688.88	1,744.24	1,791.28	1,846.80	1,899.60	1,954.40	2,005.36	2,084.80	2,147.28	2,211.60	2,278.00	2,462.24	2,489.04
PN3 Annual	43,910	45,360	46,673	48,016	49,389	50,814	52,139	54,204	56,829	57,501	59,228	63,758	64,715

SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN - AFSCME 1111

Effective June 1, 2019

Grade		Min Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step
PN1	Hourly	18.628	19.038	19.439	20.010	20.647	21.274	21.824	22.594	23.365	24.058	24.775	26.672	27.074
	Bi-Weekly	1,490.24	1,523.04	1,556.12	1,600.80	1,651.76	1,701.92	1,745.92	1,815.52	1,869.20	1,924.84	1,982.00	2,133.76	2,165.92
	Annual	38,748	39,599	40,433	41,820	42,945	44,249	45,393	47,203	48,599	50,040	51,532	55,477	55,313
PN2	Hourly	19.723	20.370	20.912	21.561	22.172	22.812	23.413	24.339	25.070	25.821	26.595	28.631	28.086
	Bi-Weekly	1,577.84	1,629.60	1,672.96	1,724.88	1,773.76	1,824.96	1,873.04	1,947.12	2,005.80	2,065.68	2,127.60	2,290.48	2,326.20
	Annual	41,023	42,369	43,498	44,846	46,117	47,448	48,689	50,826	52,145	53,707	55,317	58,562	60,465
PN3	Hourly	20.697	21.375	21.952	22.632	23.279	23.951	24.575	25.540	26.315	27.103	27.917	30.052	30.503
	Bi-Weekly	1,655.76	1,710.00	1,758.18	1,810.56	1,862.32	1,918.08	1,966.00	2,043.92	2,105.20	2,168.24	2,233.36	2,404.16	2,440.24
	Annual	43,049	44,460	45,680	47,074	48,420	49,818	51,116	53,141	54,735	56,374	58,067	62,508	63,446