

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 20, CTW/CLC

AND

**COUNTY OF COOK
PROVIDENT HOSPITAL
(REPRESENTING ATTENDING PHYSICIANS)**

**Effective
December 1, 2017 through November 30, 2020**

Effective upon Approval by the Cook County Board of Commissioners

Effective September 1, 2020

SCHEDULE VI
BUREAU OF HUMAN RESOURCES
MEDICAL PRACTITIONER COMPENSATION PLAN
SEIU LOCAL 20 - HEALTH

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	<u>After 1 Year at Step 5 & 20 Years Service</u>
K0	Hourly	37.900	39.744	41.587	43.617	45.664	
	Bi-Weekly	3,032.00	3,179.52	3,326.96	3,489.36	3,653.12	
	Annual	78,832	82,667	86,500	90,723	94,981	
K01	Hourly	44.462	46.648	48.851	51.212	53.586	
	Bi-Weekly	3,556.96	3,731.84	3,908.08	4,096.96	4,286.88	
	Annual	92,480	97,027	101,610	106,520	111,458	
K02	Hourly	52.758	55.383	57.907	60.729	63.582	
	Bi-Weekly	4,220.64	4,430.64	4,632.56	4,858.32	5,086.56	
	Annual	109,736	115,196	120,446	126,316	132,250	
K03	Hourly	65.606	68.829	71.987	75.440	78.960	
	Bi-Weekly	5,248.48	5,506.32	5,758.96	6,035.20	6,316.80	
	Annual	136,460	143,164	149,732	156,915	164,236	
K04	Hourly	72.705	76.225	79.728	83.611	87.464	95.975
	Bi-Weekly	5,816.40	6,098.00	6,378.24	6,688.88	6,997.12	7,678.00
	Annual	151,226	158,548	165,834	173,910	181,925	199,628
K05	Hourly	79.728	83.611	87.464	91.711	95.975	
	Bi-Weekly	6,378.24	6,688.88	6,997.12	7,336.88	7,678.00	
	Annual	165,834	173,910	181,925	190,758	199,628	
K06	Hourly	86.769	90.999	95.230	99.856	104.521	
	Bi-Weekly	6,941.52	7,279.92	7,618.40	7,988.48	8,361.68	
	Annual	180,479	189,277	198,078	207,700	217,403	
K07	Hourly	93.812	98.401	102.942	107.975	113.022	
	Bi-Weekly	7,504.96	7,872.08	8,235.36	8,638.00	9,041.76	
	Annual	195,128	204,674	214,119	224,588	235,085	
K08	Hourly	100.845	105.767	110.731	116.137	121.531	
	Bi-Weekly	8,067.60	8,461.36	8,858.48	9,290.96	9,722.48	
	Annual	209,757	219,995	230,320	241,564	252,784	
K09	Hourly	107.881	113.159	118.437	124.239	130.065	
	Bi-Weekly	8,630.48	9,052.72	9,474.96	9,939.12	10,405.20	
	Annual	224,392	235,370	246,348	258,417	270,535	
K10	Hourly	114.944	120.551	126.169	132.376	138.596	
	Bi-Weekly	9,195.52	9,644.08	10,093.52	10,590.08	11,087.68	
	Annual	239,083	250,746	262,431	275,342	288,279	
K11	Hourly	125.480	131.652	137.784	144.583	151.364	
	Bi-Weekly	10,038.40	10,532.16	11,022.72	11,566.64	12,109.12	
	Annual	260,998	273,836	286,590	300,732	314,837	

SCHEDULE VI
BUREAU OF HUMAN RESOURCES
MEDICAL PRACTITIONER COMPENSATION PLAN
SEIU LOCAL 20 - HEALTH
Provident ACHN Oak-Forest Cermak Health

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 1 Year at Step 5 & 20 Years Service</u>
K0	Hourly	37.157	38.965	40.772	42.762	44.769	
	Bi-Weekly	2,972.56	3,117.20	3,261.76	3,420.96	3,581.52	
	Annual	77,286	81,047	84,805	88,944	93,119	
K01	Hourly	43.590	45.733	47.893	50.208	52.535	
	Bi-Weekly	3,487.20	3,658.64	3,831.44	4,016.64	4,202.80	
	Annual	90,667	95,124	99,617	104,432	109,272	
K02	Hourly	51.724	54.297	56.772	59.538	62.335	
	Bi-Weekly	4,137.92	4,343.76	4,541.76	4,763.04	4,986.80	
	Annual	107,585	112,937	118,085	123,839	129,656	
K03	Hourly	64.320	67.479	70.575	73.961	77.412	
	Bi-Weekly	5,145.60	5,398.32	5,646.00	5,916.88	6,192.96	
	Annual	133,785	140,356	146,796	153,838	161,016	
K04	Hourly	71.279	74.730	78.165	81.972	85.749	94.093
	Bi-Weekly	5,702.32	5,978.40	6,253.20	6,557.76	6,859.92	7,527.44
	Annual	148,260	155,438	162,583	170,501	178,357	195,713
K05	Hourly	78.165	81.972	85.749	89.913	94.093	
	Bi-Weekly	6,253.20	6,557.76	6,859.92	7,193.04	7,527.44	
	Annual	162,583	170,501	178,357	187,019	195,713	
K06	Hourly	85.068	89.215	93.363	97.898	102.472	
	Bi-Weekly	6,805.44	7,137.20	7,469.04	7,831.84	8,197.76	
	Annual	176,941	185,567	194,195	203,627	213,141	
K07	Hourly	91.973	96.472	100.924	105.858	110.806	
	Bi-Weekly	7,357.84	7,717.76	8,073.92	8,468.64	8,864.48	
	Annual	191,303	200,661	209,921	220,184	230,476	
K08	Hourly	98.868	103.693	108.560	113.860	119.148	
	Bi-Weekly	7,909.44	8,295.44	8,684.80	9,108.80	9,531.84	
	Annual	205,645	215,681	225,804	236,828	247,827	
K09	Hourly	105.766	110.940	116.115	121.803	127.515	
	Bi-Weekly	8,461.28	8,875.20	9,289.20	9,744.24	10,201.20	
	Annual	219,993	230,755	241,519	253,350	265,231	
K10	Hourly	112.690	118.187	123.695	129.780	135.878	
	Bi-Weekly	9,015.20	9,454.96	9,895.60	10,382.40	10,870.24	
	Annual	234,395	245,828	257,285	269,942	282,626	
K11	Hourly	123.020	129.071	135.082	141.748	148.396	
	Bi-Weekly	9,841.60	10,325.68	10,806.56	11,339.84	11,871.68	
	Annual	255,881	268,467	280,970	294,835	308,663	

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 20, CTW/CLC

AND

**COUNTY OF COOK
AMBULATORY COMMUNITY HEALTH NETWORK
(ACHN & OAK FOREST HEALTH FACILITIES DOCTORS)
(REPRESENTING ATTENDING PHYSICIANS & DENTISTS)**

December 1, 2017 through November 30, 2020

Effective upon approval by the Cook County Board of Commissioners

Effective September 1, 2020

SCHEDULE VI
BUREAU OF HUMAN RESOURCES
MEDICAL PRACTITIONER COMPENSATION PLAN
SEIU LOCAL 20 - HEALTH

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 1 Year at Step 5 & 20 Years Service</u>
K0	Hourly	37.900	39.744	41.587	43.617	45.664	
	Bi-Weekly	3,032.00	3,179.52	3,326.96	3,489.36	3,653.12	
	Annual	78,832	82,667	86,500	90,723	94,981	
K01	Hourly	44.462	46.648	48.851	51.212	53.586	
	Bi-Weekly	3,556.96	3,731.84	3,908.08	4,096.96	4,286.88	
	Annual	92,480	97,027	101,610	106,520	111,458	
K02	Hourly	52.758	55.383	57.907	60.729	63.582	
	Bi-Weekly	4,220.64	4,430.64	4,632.56	4,858.32	5,086.56	
	Annual	109,736	115,196	120,446	126,316	132,250	
K03	Hourly	65.606	68.829	71.987	75.440	78.960	
	Bi-Weekly	5,248.48	5,506.32	5,758.96	6,035.20	6,316.80	
	Annual	136,460	143,164	149,732	156,915	164,236	
K04	Hourly	72.705	76.225	79.728	83.611	87.464	95.975
	Bi-Weekly	5,816.40	6,098.00	6,378.24	6,688.88	6,997.12	7,678.00
	Annual	151,226	158,548	165,834	173,910	181,925	199,628
K05	Hourly	79.728	83.611	87.464	91.711	95.975	
	Bi-Weekly	6,378.24	6,688.88	6,997.12	7,336.88	7,678.00	
	Annual	165,834	173,910	181,925	190,758	199,628	
K06	Hourly	86.769	90.999	95.230	99.856	104.521	
	Bi-Weekly	6,941.52	7,279.92	7,618.40	7,988.48	8,361.68	
	Annual	180,479	189,277	198,078	207,700	217,403	
K07	Hourly	93.812	98.401	102.942	107.975	113.022	
	Bi-Weekly	7,504.96	7,872.08	8,235.36	8,638.00	9,041.76	
	Annual	195,128	204,674	214,119	224,588	235,085	
K08	Hourly	100.845	105.767	110.731	116.137	121.531	
	Bi-Weekly	8,067.60	8,461.36	8,858.48	9,290.96	9,722.48	
	Annual	209,757	219,995	230,320	241,564	252,784	
K09	Hourly	107.881	113.159	118.437	124.239	130.065	
	Bi-Weekly	8,630.48	9,052.72	9,474.96	9,939.12	10,405.20	
	Annual	224,392	235,370	246,348	258,417	270,535	
K10	Hourly	114.944	120.551	126.169	132.376	138.596	
	Bi-Weekly	9,195.52	9,644.08	10,093.52	10,590.08	11,087.68	
	Annual	239,083	250,746	262,431	275,342	288,279	
K11	Hourly	125.480	131.652	137.784	144.583	151.364	
	Bi-Weekly	10,038.40	10,532.16	11,022.72	11,566.64	12,109.12	
	Annual	260,998	273,836	286,590	300,732	314,837	

Effective September 1, 2019

SCHEDULE VI
BUREAU OF HUMAN RESOURCES
MEDICAL PRACTITIONER COMPENSATION PLAN
SEIU LOCAL 20 - HEALTH

							<u>After 1 Year at Step 5 & 20 Years Service</u>
<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	
K0	Hourly	37.157	38.965	40.772	42.762	44.769	
	Bi-Weekly	2,972.56	3,117.20	3,261.76	3,420.96	3,581.52	
	Annual	77,286	81,047	84,805	88,944	93,119	
K01	Hourly	43.590	45.733	47.893	50.208	52.535	
	Bi-Weekly	3,487.20	3,658.64	3,831.44	4,016.64	4,202.80	
	Annual	90,667	95,124	99,617	104,432	109,272	
K02	Hourly	51.724	54.297	56.772	59.538	62.335	
	Bi-Weekly	4,137.92	4,343.76	4,541.76	4,763.04	4,986.80	
	Annual	107,585	112,937	118,085	123,839	129,656	
K03	Hourly	64.320	67.479	70.575	73.961	77.412	
	Bi-Weekly	5,145.60	5,398.32	5,646.00	5,916.88	6,192.96	
	Annual	133,785	140,356	146,796	153,838	161,016	
K04	Hourly	71.279	74.730	78.165	81.972	85.749	94.093
	Bi-Weekly	5,702.32	5,978.40	6,253.20	6,557.76	6,859.92	7,527.44
	Annual	148,260	155,438	162,583	170,501	178,357	195,713
K05	Hourly	78.165	81.972	85.749	89.913	94.093	
	Bi-Weekly	6,253.20	6,557.76	6,859.92	7,193.04	7,527.44	
	Annual	162,583	170,501	178,357	187,019	195,713	
K06	Hourly	85.068	89.215	93.363	97.898	102.472	
	Bi-Weekly	6,805.44	7,137.20	7,469.04	7,831.84	8,197.76	
	Annual	176,941	185,567	194,195	203,627	213,141	
K07	Hourly	91.973	96.472	100.924	105.858	110.806	
	Bi-Weekly	7,357.84	7,717.76	8,073.92	8,468.64	8,864.48	
	Annual	191,303	200,661	209,921	220,184	230,476	
K08	Hourly	98.868	103.693	108.560	113.860	119.148	
	Bi-Weekly	7,909.44	8,295.44	8,684.80	9,108.80	9,531.84	
	Annual	205,645	215,681	225,804	236,828	247,827	
K09	Hourly	105.766	110.940	116.115	121.803	127.515	
	Bi-Weekly	8,461.28	8,875.20	9,289.20	9,744.24	10,201.20	
	Annual	219,993	230,755	241,519	253,350	265,231	
K10	Hourly	112.690	118.187	123.695	129.780	135.878	
	Bi-Weekly	9,015.20	9,454.96	9,895.60	10,382.40	10,870.24	
	Annual	234,395	245,828	257,285	269,942	282,626	
K11	Hourly	123.020	129.071	135.082	141.748	148.396	
	Bi-Weekly	9,841.60	10,325.68	10,806.56	11,339.84	11,871.68	
	Annual	255,881	268,467	280,970	294,835	308,663	

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 20 CTW/CLC

AND

COUNTY OF COOK

**JOHN H. STROGER, JR. HOSPITAL/RUTH M. ROTHSTEIN CORE CENTER
REPRESENTING ATTENDING PHYSICIANS**

DECEMBER 1, 2017 THROUGH NOVEMBER 30, 2020

**EFFECTIVE UPON APPROVAL BY THE COOK COUNTY BOARD OF
COMMISSIONERS**

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER

DPM Steps: Representation #366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI WEEKLY	ANNUAL
K	DP2	483	63.466	5,077.32	132,010
K	DP2	487	64.747	5,179.72	134,673
K	DP2	491	66.051	5,284.09	137,386
K	DP2	495	67.383	5,390.66	140,157
K	DP2	499	68.740	5,499.19	142,979
K	DP2	503	70.125	5,610.00	145,860
K	DP2	507	71.540	5,723.18	148,803
K	DP2	511	72.981	5,838.48	151,800
K	DP2	515	74.451	5,956.07	154,858
K	DP2	519	75.950	6,076.02	157,976
K	DP2	523	77.482	6,198.58	161,163

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER

DP1 DP2 Steps Representing 2% Increase					
OLD GRADE	NEW GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	DP2	367	35.586	2,846.86	74,018
K	DP2	371	36.304	2,904.31	75,512
K	DP2	375	37.035	2,962.81	77,033
K	DP2	379	37.780	3,022.38	78,582
K	DP2	383	38.544	3,083.50	80,171
K	DP2	387	39.322	3,145.76	81,790
K	DP2	391	40.113	3,209.00	83,434
K	DP2	395	40.919	3,273.55	85,112
K	DP2	399	41.745	3,339.56	86,829
K	DP2	403	42.587	3,406.96	88,581
K	DP2	407	43.446	3,475.67	90,367
K	DP2	411	44.320	3,545.60	92,186
K	DP2	415	45.212	3,616.92	94,040
K	DP2	419	46.126	3,690.12	95,943
K	DP2	423	47.056	3,764.45	97,876
K	DP2	427	48.002	3,840.18	99,845
K	DP2	431	48.969	3,917.53	101,856
K	DP2	435	49.953	3,996.28	103,903
K	DP2	439	50.961	4,076.90	105,999
K	DP2	443	51.988	4,159.07	108,136
K	DP2	447	53.036	4,242.87	110,315
K	DP2	451	54.104	4,328.31	112,536
K	DP2	455	55.194	4,415.54	114,804
K	DP2	459	56.308	4,504.65	117,121
K	DP2	463	57.441	4,595.30	119,478
K	DP2	467	58.598	4,687.84	121,884
K	DP2	471	59.779	4,782.33	124,341
K	DP2	475	60.984	4,878.70	126,846
K	DP2	479	62.214	4,977.11	129,405

Effective: September 1, 2019

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

DPII DP1 Steps Representation * 256 528					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP1	478	61.906	4,952.47	128,764
K	DP1	482	63.152	5,052.18	131,357
K	DP1	486	64.423	5,153.86	134,000
K	DP1	490	65.723	5,257.81	136,703
K	DP1	494	67.048	5,363.81	139,459
K	DP1	498	68.399	5,471.93	142,270
K	DP1	502	69.777	5,582.17	145,137
K	DP1	506	71.182	5,694.54	148,058
K	DP1	510	72.617	5,809.35	151,043
K	DP1	514	74.081	5,926.44	154,088
K	DP1	518	75.574	6,045.91	157,194
K	DP1	522	77.098	6,167.82	160,363

Effective: September 1, 2019

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

DP1 (DP1 Steps Represent a 2% Increase)					
OLD (GRADE)	NEW (GRADE)	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP1	366	35.409	2,832.74	73,651
K	DP1	370	36.121	2,889.70	75,132
K	DP1	374	36.850	2,947.96	76,647
K	DP1	378	37.593	3,007.45	78,194
K	DP1	382	38.351	3,068.08	79,770
K	DP1	386	39.123	3,129.85	81,376
K	DP1	390	39.913	3,193.01	83,018
K	DP1	394	40.718	3,257.47	84,694
K	DP1	398	41.540	3,323.16	86,402
K	DP1	402	42.375	3,389.99	88,140
K	DP1	406	43.229	3,458.29	89,916
K	DP1	410	44.101	3,528.06	91,729
K	DP1	414	44.989	3,599.13	93,577
K	DP1	418	45.894	3,671.51	95,459
K	DP1	422	46.821	3,745.68	97,388
K	DP1	426	47.764	3,821.08	99,348
K	DP1	430	48.725	3,898.03	101,349
K	DP1	434	49.704	3,976.29	103,383
K	DP1	438	50.707	4,056.58	105,471
K	DP1	442	51.729	4,138.34	107,597
K	DP1	446	52.773	4,221.82	109,767
K	DP1	450	53.836	4,306.85	111,978
K	DP1	454	54.921	4,393.67	114,235
K	DP1	458	56.028	4,482.21	116,537
K	DP1	462	57.158	4,572.62	118,888
K	DP1	466	58.309	4,664.75	121,283
K	DP1	470	59.481	4,758.50	123,721
K	DP1	474	60.682	4,854.55	126,218

COLLECTIVE BARGAINING AGREEMENT

Between

**SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 73, CTW/CLC**

Representing

Service and Maintenance

**(John H. Stroger, Jr. Hospital, Cermak Health Services
and Oak Forest Health Center)**

And

COUNTY OF COOK

December 1, 2017 through November 30, 2020

Effective upon Approval by the Cook County Board of Commissioners

**APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS**

NOV 14 2018

**SCHEDULE IX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - OAK FOREST
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

Effective June 1, 2020

				After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 5th Step	After 1 Year at 6th Step & 10 Years Service	After 1 Year at 6th Step & 12 Years Service	After 1 Year at 7th Step & 15 Years Service	After 1 Year at 8th Step & 20 Years Service
<u>Grade</u>		<u>Entry Rate 1</u>	<u>Entry Rate 2</u>	<u>1st 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>	
DA	Hourly	14,787	16,408	18,545	18,658	18,995	17,353	17,812	18,007	18,189	18,413	19,248	
	Bi-Weekly	1,181.36	1,312.84	1,323.84	1,332.84	1,359.80	1,388.24	1,408.96	1,440.58	1,455.12	1,473.04	1,539.84	
	Annual	30,716	34,128	34,413	34,848	35,349	36,084	36,632	37,454	37,933	38,299	40,035	
DB	Hourly	14,991	16,658	18,912	18,995	17,353	17,612	18,132	18,537	18,724	18,956	18,815	
	Bi-Weekly	1,199.28	1,332.84	1,352.96	1,359.60	1,388.24	1,408.96	1,450.58	1,482.88	1,497.92	1,518.48	1,586.20	
	Annual	31,181	34,848	35,176	35,349	36,084	36,632	37,714	38,556	38,945	39,428	41,215	
DC	Hourly	15,295	16,995	17,186	17,353	17,812	17,876	18,443	18,858	18,046	19,282	20,158	
	Bi-Weekly	1,223.80	1,359.80	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,523.68	1,542.56	1,612.64	
	Annual	31,813	35,349	36,705	36,084	36,632	37,390	38,361	39,226	39,615	40,108	41,928	
DE	Hourly	16,044	17,828	17,978	18,132	18,443	18,792	19,269	19,702	19,900	20,146	21,081	
	Bi-Weekly	1,283.62	1,428.24	1,438.08	1,450.58	1,475.44	1,503.36	1,541.52	1,576.16	1,592.00	1,611.68	1,684.88	
	Annual	33,371	37,082	37,390	37,714	38,361	39,087	40,079	40,980	41,392	41,903	43,806	
DF	Hourly	16,318	18,132	18,312	18,443	18,792	19,067	19,531	19,971	20,169	20,419	21,345	
	Bi-Weekly	1,305.44	1,460.66	1,464.86	1,475.44	1,503.36	1,525.38	1,562.48	1,597.68	1,613.52	1,633.52	1,707.80	
	Annual	33,941	37,714	38,088	38,361	39,087	39,659	40,624	41,539	41,951	42,471	44,397	
DH	Hourly	17,443	19,392	19,531	19,698	20,028	20,363	20,822	21,290	21,505	21,769	22,759	
	Bi-Weekly	1,395.44	1,550.66	1,562.48	1,575.84	1,602.24	1,628.04	1,665.76	1,703.20	1,720.40	1,741.52	1,820.72	
	Annual	36,281	40,314	40,624	40,971	41,658	42,355	43,309	44,283	44,730	45,279	47,338	
DJ	Hourly	17,981	19,946	20,092	20,280	20,593	20,920	21,383	21,864	22,084	22,357	23,389	
	Bi-Weekly	1,436.08	1,595.88	1,607.36	1,620.80	1,647.44	1,673.60	1,710.64	1,748.12	1,766.72	1,788.56	1,869.62	
	Annual	37,338	41,467	41,781	42,140	42,833	43,513	44,476	46,477	45,934	46,502	48,607	
DK	Hourly	18,611	20,679	20,822	20,983	21,305	21,669	22,083	22,580	22,805	23,087	24,185	
	Bi-Weekly	1,488.88	1,654.32	1,665.76	1,678.64	1,704.40	1,733.52	1,766.64	1,809.40	1,824.40	1,846.96	1,930.80	
	Annual	38,710	43,012	43,309	43,644	44,314	45,071	45,832	46,966	47,434	48,020	50,200	

**SCHEDULE IX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - OAK FOREST
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

Effective June 1, 2019

<u>Grade</u>	<u>Entry Rate 1</u> <u>Entry Rate 2</u>		<u>After 3</u> <u>Months at</u> <u>Entry Rate</u>	<u>After 9</u> <u>Months at</u> <u>1st Step</u>	<u>After 1</u> <u>Year at 2nd</u> <u>Step</u>	<u>After 1</u> <u>Year at 3rd</u> <u>Step</u>	<u>After 1</u> <u>Year at 4th</u> <u>Step</u>	<u>After 1</u> <u>Year at 5th</u> <u>Step</u>	<u>After 1</u> <u>Year at 6th</u> <u>Step & 10</u> <u>Years</u> <u>Service</u>	<u>After 1</u> <u>Year at 6th</u> <u>Step & 12</u> <u>Years</u> <u>Service</u>	<u>After 1</u> <u>Year at 7th</u> <u>Step & 15</u> <u>Years</u> <u>Service</u>	<u>After 1</u> <u>Year at 8th</u> <u>Step & 20</u> <u>Years</u> <u>Service</u>
	<u>1st 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>
DA Hourly	14.477	16.086	16.221	16.331	16.662	17.013	17.267	17.654	17.832	18.052	18.671	
DA Bi-Weekly	1,158.16	1,286.86	1,297.68	1,308.48	1,332.96	1,361.04	1,381.36	1,412.32	1,426.56	1,444.16	1,508.68	
DA Annual	30,112	33,458	33,739	33,968	34,856	35,387	35,915	36,720	37,090	37,548	39,251	
DB Hourly	14.897	16.331	16.580	16.662	17.013	17.267	17.776	18.174	18.357	18.584	19.426	
DB Bi-Weekly	1,176.76	1,306.48	1,326.40	1,332.96	1,361.04	1,381.36	1,422.08	1,453.92	1,468.56	1,486.72	1,564.08	
DB Annual	30,569	33,968	34,486	34,656	35,387	35,915	36,974	37,801	38,182	38,654	40,406	
DC Hourly	14.996	16.682	16.829	17.013	17.267	17.624	18.081	18.489	18.673	18.904	19.763	
DC Bi-Weekly	1,199.60	1,332.96	1,346.32	1,361.04	1,381.36	1,409.92	1,446.48	1,478.12	1,493.84	1,512.32	1,601.04	
DC Annual	31,189	34,656	35,004	35,387	35,915	36,657	37,608	38,467	38,839	39,320	41,107	
DE Hourly	15.729	17.478	17.624	17.776	18.081	18.424	18.891	19.316	19.510	19.751	20.646	
DE Bi-Weekly	1,258.32	1,398.24	1,409.92	1,422.08	1,446.48	1,473.92	1,511.26	1,545.28	1,560.80	1,580.08	1,651.84	
DE Annual	32,716	36,354	36,857	36,974	37,608	38,321	39,293	40,177	40,580	41,082	42,947	
DF Hourly	15.998	17.776	17.953	18.081	18.424	18.693	19.148	19.579	19.774	20.019	20.926	
DF Bi-Weekly	1,279.84	1,422.08	1,436.24	1,446.48	1,473.92	1,495.44	1,531.84	1,565.32	1,581.92	1,601.52	1,674.08	
DF Annual	33,276	36,974	37,342	37,608	38,321	38,881	39,827	40,724	41,129	41,639	43,528	
DH Hourly	17.101	19.002	19.148	19.312	19.635	19.884	20.414	20.873	21.083	21.342	22.313	
DH Bi-Weekly	1,368.08	1,520.16	1,531.84	1,544.96	1,570.80	1,597.12	1,633.12	1,666.84	1,686.84	1,707.36	1,785.04	
DH Annual	35,570	39,524	39,827	40,168	40,840	41,525	42,461	43,415	43,852	44,391	46,411	
DJ Hourly	17.589	19.555	19.698	19.883	20.189	20.510	20.984	21.435	21.651	21.919	22.911	
DJ Bi-Weekly	1,407.92	1,564.40	1,576.84	1,589.04	1,615.12	1,640.80	1,677.12	1,714.80	1,732.08	1,753.52	1,832.88	
DJ Annual	36,805	40,674	40,971	41,315	41,993	42,660	43,605	44,584	45,034	45,591	47,654	
DK Hourly	18.246	20.274	20.414	20.572	20.887	21.244	21.650	22.137	22.358	22.634	23.662	
DK Bi-Weekly	1,459.68	1,621.92	1,633.12	1,645.76	1,670.96	1,699.52	1,732.00	1,770.96	1,788.64	1,810.72	1,892.96	
DK Annual	37,951	42,169	42,461	42,789	43,444	44,187	45,032	46,044	46,504	47,078	49,216	

**SCHEDULE IX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - OAK FOREST
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

Effective December 1, 2018

Grade		Entry Rate 1	Entry Rate 2	After 3	After 9	After 1	After 1	After 1	After 1	After 1	After 1	After 1	After 1
				Months at	Months at	Year at 2nd	Year at 3rd	Year at 4th	Year at 5th	Year at 6th	Year at 7th	Year at 8th	Year at 9th
				Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
DA	Hourly	14,193	15,771	15,903	16,011	16,335	16,678	16,928	17,308	17,482	17,698	18,501	
	Bi-Weekly	1,135.44	1,261.68	1,272.24	1,280.88	1,306.80	1,334.32	1,354.24	1,384.64	1,398.56	1,415.84	1,480.08	
	Annual	28,621	32,803	33,078	33,302	33,978	34,692	35,210	36,000	36,362	36,811	38,482	
DB	Hourly	14,409	16,011	16,255	16,335	16,678	16,928	17,427	17,818	17,987	18,220	19,045	
	Bi-Weekly	1,152.72	1,280.88	1,300.40	1,306.80	1,334.32	1,354.24	1,384.16	1,425.44	1,439.76	1,457.60	1,523.60	
	Annual	28,970	33,302	33,810	33,978	34,692	35,210	36,248	37,061	37,433	37,867	39,813	
DC	Hourly	14,701	16,335	16,489	16,678	16,928	17,278	17,726	18,126	18,307	18,533	19,375	
	Bi-Weekly	1,176.08	1,306.80	1,318.92	1,334.32	1,354.24	1,382.24	1,418.08	1,450.08	1,464.56	1,482.64	1,550.00	
	Annual	30,578	33,978	34,317	34,692	35,210	35,938	36,870	37,702	38,078	38,548	40,300	
DE	Hourly	15,421	17,136	17,278	17,427	17,726	18,063	18,521	18,937	19,127	19,364	20,243	
	Bi-Weekly	1,233.68	1,370.80	1,382.24	1,394.16	1,418.08	1,445.04	1,481.68	1,514.96	1,530.16	1,549.12	1,618.44	
	Annual	32,075	35,640	35,938	36,248	36,870	37,571	38,523	39,388	39,784	40,277	42,105	
DF	Hourly	15,684	17,427	17,601	17,726	18,063	18,326	18,773	19,195	19,388	19,626	20,516	
	Bi-Weekly	1,254.72	1,394.16	1,408.08	1,418.08	1,445.04	1,466.08	1,501.84	1,535.60	1,550.88	1,570.08	1,641.28	
	Annual	32,622	36,248	36,610	36,870	37,571	38,118	39,047	39,825	40,322	40,822	42,673	
DH	Hourly	16,766	18,629	18,773	18,933	19,280	19,573	20,014	20,464	20,670	20,924	21,875	
	Bi-Weekly	1,341.28	1,490.32	1,501.84	1,514.64	1,540.00	1,565.84	1,601.12	1,637.12	1,653.60	1,673.92	1,750.00	
	Annual	34,873	38,748	36,047	38,880	40,040	40,711	41,629	42,665	42,983	43,521	45,500	
DJ	Hourly	17,254	19,172	19,312	19,474	19,793	20,108	20,553	21,015	21,226	21,489	22,462	
	Bi-Weekly	1,380.32	1,533.76	1,544.96	1,557.92	1,583.44	1,608.64	1,644.24	1,681.20	1,698.08	1,718.12	1,798.88	
	Annual	35,888	39,877	40,168	40,505	41,169	41,824	42,750	43,711	44,150	44,697	46,720	
DK	Hourly	17,888	19,876	20,014	20,169	20,477	20,827	21,225	21,703	21,920	22,180	23,198	
	Bi-Weekly	1,431.04	1,590.08	1,601.12	1,613.52	1,638.16	1,666.16	1,698.00	1,736.24	1,753.60	1,775.20	1,855.84	
	Annual	37,207	41,342	41,929	41,951	42,592	43,320	44,148	45,142	45,593	46,155	48,251	

**SCHEDULE VII
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - STROGER & CERMAK
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

Effective June 1, 2020

				After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 5th Step & 10 Years Service	After 1 Year at 6th Step & 12 Years Service	After 1 Year at 7th Step & 15 Years Service	After 1 Year at 8th Step & 20 Years Service
<u>Grade</u>		<u>Entry Rate 1</u>	<u>Entry Rate 2</u>	<u>1st 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>
CA	Hourly	14,767	16,408	16,545	16,658	16,895	17,353	17,612	18,007	18,027	18,413	18,248
	Bi-Weekly	1,181.36	1,312.64	1,323.60	1,332.64	1,359.60	1,388.24	1,408.99	1,440.56	1,442.16	1,473.04	1,539.84
	Annual	30,715	34,128	34,413	34,648	35,349	36,084	36,632	37,454	37,498	38,299	40,036
CB	Hourly	14,992	16,658	16,812	16,995	17,353	17,612	18,132	18,537	18,558	18,996	19,815
	Bi-Weekly	1,199.36	1,332.64	1,352.96	1,359.60	1,388.24	1,406.96	1,450.56	1,482.99	1,484.84	1,516.48	1,585.20
	Annual	31,183	34,648	35,176	35,349	36,094	36,632	37,714	38,556	38,900	39,428	41,215
CC	Hourly	15,295	16,995	17,166	17,353	17,612	17,976	18,443	18,859	18,876	19,282	20,168
	Bi-Weekly	1,223.60	1,359.60	1,373.28	1,388.24	1,408.98	1,438.08	1,475.44	1,508.72	1,510.08	1,542.58	1,612.84
	Annual	31,813	35,349	35,705	36,094	36,632	37,390	38,361	39,226	39,262	40,106	41,928
CD	Hourly	15,295	16,995	17,166	17,353	17,612	17,976	18,443	18,859	18,876	19,282	20,168
	Bi-Weekly	1,223.60	1,359.60	1,373.28	1,388.24	1,408.98	1,438.08	1,475.44	1,508.72	1,510.08	1,542.58	1,612.84
	Annual	31,813	35,349	35,705	36,094	36,632	37,390	38,361	39,226	39,262	40,106	41,928
CE	Hourly	16,044	17,828	17,976	18,132	18,443	18,792	19,269	19,702	19,721	20,146	21,061
	Bi-Weekly	1,283.52	1,428.24	1,438.08	1,450.56	1,475.44	1,503.36	1,541.62	1,576.16	1,577.68	1,611.88	1,684.38
	Annual	33,371	37,062	37,390	37,714	38,381	38,087	40,079	40,980	41,019	41,903	43,806
CF	Hourly	16,318	18,132	18,312	18,443	18,782	19,067	19,531	19,971	19,991	20,418	21,345
	Bi-Weekly	1,305.44	1,450.56	1,464.96	1,475.44	1,503.36	1,525.36	1,562.48	1,597.68	1,599.28	1,633.52	1,707.60
	Annual	33,941	37,714	38,088	38,381	38,087	38,669	40,624	41,539	41,581	42,471	44,397
CG	Hourly	16,601	18,446	18,664	18,759	19,147	19,337	19,800	20,246	20,264	20,701	21,640
	Bi-Weekly	1,328.08	1,475.68	1,493.12	1,500.72	1,531.76	1,546.96	1,584.00	1,619.88	1,621.12	1,656.08	1,731.20
	Annual	34,530	38,367	38,821	39,018	39,825	40,220	41,184	42,111	42,149	43,058	45,011
CK	Hourly	18,611	20,879	20,822	20,983	21,305	21,689	22,083	22,580	22,601	23,067	24,135
	Bi-Weekly	1,488.88	1,654.32	1,665.76	1,678.64	1,704.40	1,733.52	1,766.64	1,806.40	1,808.08	1,848.96	1,930.80
	Annual	38,710	43,012	43,309	43,644	44,314	45,071	45,932	46,986	47,010	48,020	50,290

SCHEDULE VIII
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - STROGER & CERMAK
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

Grade		Entry Rate		After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	Year at 5th Step & 10 Years Service	Year at 6th Step & 12 Years Service	Year at 7th Step & 15 Years Service	Year at 8th Step & 20 Years Service
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step		
CA	Hourly	14.477	16.086	16.221	16.331	16.662	17.013	17.267	17.654	17.674	18.052	18.871
	Bi-Weekly	1,158.16	1,286.88	1,297.68	1,306.48	1,332.96	1,361.04	1,381.36	1,412.32	1,413.92	1,444.16	1,509.68
	Annual	30,112	33,458	33,739	33,968	34,656	35,387	35,915	36,720	36,761	37,548	39,251
CB	Hourly	14.898	16.331	16.580	16.662	17.013	17.267	17.776	18.174	18.194	18.584	19.426
	Bi-Weekly	1,175.84	1,306.48	1,326.40	1,332.96	1,361.04	1,381.36	1,422.08	1,453.92	1,455.52	1,486.72	1,554.08
	Annual	30,571	33,888	34,488	34,656	35,387	35,915	36,974	37,801	37,843	38,654	40,406
CC	Hourly	14.995	16.662	16.829	17.013	17.267	17.624	18.081	18.489	18.506	18.904	19.763
	Bi-Weekly	1,199.60	1,332.96	1,346.32	1,361.04	1,381.36	1,409.82	1,446.48	1,479.12	1,480.48	1,512.32	1,581.04
	Annual	31,189	34,656	35,004	35,387	35,915	36,657	37,608	38,467	38,492	39,320	41,107
CD	Hourly	14.995	16.662	16.829	17.013	17.267	17.624	18.081	18.489	18.506	18.904	19.763
	Bi-Weekly	1,199.60	1,332.96	1,346.32	1,361.04	1,381.36	1,409.82	1,446.48	1,479.12	1,480.48	1,512.32	1,581.04
	Annual	31,189	34,656	35,004	35,387	35,915	36,657	37,608	38,467	38,492	39,320	41,107
CE	Hourly	15.729	17.478	17.624	17.776	18.081	18.424	18.891	19.316	19.334	19.751	20.648
	Bi-Weekly	1,258.32	1,398.24	1,409.92	1,422.08	1,446.48	1,473.92	1,511.28	1,545.28	1,546.72	1,580.08	1,651.84
	Annual	32,716	36,354	36,657	36,974	37,608	38,321	39,293	40,177	40,214	41,082	42,947
CF	Hourly	15.998	17.776	17.953	18.081	18.424	18.693	19.148	19.579	19.599	20.019	20.926
	Bi-Weekly	1,279.84	1,422.08	1,436.24	1,446.48	1,473.92	1,495.44	1,531.84	1,566.32	1,567.92	1,601.52	1,674.08
	Annual	33,275	36,974	37,342	37,608	38,321	38,881	39,827	40,724	40,765	41,639	43,526
CG	Hourly	16.275	18.084	18.298	18.391	18.772	18.958	19.412	19.849	19.867	20.295	21.216
	Bi-Weekly	1,302.00	1,446.72	1,463.84	1,471.28	1,501.76	1,516.64	1,562.96	1,587.92	1,589.36	1,623.60	1,697.28
	Annual	33,852	37,614	38,059	38,253	39,045	39,432	40,376	41,285	41,323	42,213	44,129
CK	Hourly	18.246	20.274	20.414	20.572	20.887	21.244	21.650	22.137	22.158	22.634	23.662
	Bi-Weekly	1,459.68	1,621.92	1,633.12	1,645.76	1,670.96	1,699.52	1,732.00	1,770.98	1,772.84	1,810.72	1,892.96
	Annual	37,951	42,168	42,481	42,789	43,444	44,187	45,032	46,044	46,098	47,078	49,216

**SCHEDULE VIII
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - STROGER & CERMAK
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

Effective December 1, 2018

<u>Grade</u>	<u>Entry Rate</u>		After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	Year at 5th Step & 10 Years Service	Year at 6th Step & 12 Years Service	Year at 7th Step & 15 Years Service	Year at 8th Step & 20 Years Service
	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>1st 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>
CA Hourly	14.193	15.771	15.803	16.011	16.335	16.679	16.928	17.308	17.327	17.698	18.501
CA Bi-Weekly	1,136.44	1,261.68	1,272.24	1,280.88	1,306.80	1,334.32	1,354.24	1,384.64	1,386.16	1,415.84	1,480.08
CA Annual	29,521	32,803	33,078	33,302	33,976	34,692	35,210	36,000	36,040	36,811	38,482
CB Hourly	14.410	16.011	16.255	16.335	16.679	16.928	17.427	17.818	17.837	18.220	19.045
CB Bi-Weekly	1,152.80	1,280.88	1,300.40	1,306.80	1,334.32	1,354.24	1,394.16	1,425.44	1,426.96	1,457.60	1,523.60
CB Annual	29,972	33,302	33,810	33,876	34,692	35,210	36,248	37,081	37,100	37,897	39,613
CC Hourly	14.701	16.335	16.499	16.679	16.928	17.278	17.726	18.126	18.143	18.533	19.375
CC Bi-Weekly	1,176.08	1,306.80	1,319.92	1,334.32	1,354.24	1,382.24	1,418.08	1,450.08	1,451.44	1,482.64	1,550.00
CC Annual	30,578	33,976	34,317	34,692	35,210	35,938	36,870	37,702	37,737	38,548	40,300
CD Hourly	14.701	16.335	16.499	16.679	16.928	17.278	17.726	18.126	18.143	18.533	19.375
CD Bi-Weekly	1,176.08	1,306.80	1,319.92	1,334.32	1,354.24	1,382.24	1,418.08	1,450.08	1,451.44	1,482.64	1,550.00
CD Annual	30,578	33,976	34,317	34,692	35,210	35,938	36,870	37,702	37,737	38,548	40,300
CE Hourly	15.421	17.135	17.278	17.427	17.726	18.083	18.521	18.937	18.955	19.364	20.243
CE Bi-Weekly	1,233.68	1,370.80	1,382.24	1,394.16	1,418.08	1,445.04	1,481.68	1,514.96	1,516.40	1,549.12	1,619.44
CE Annual	32,075	35,640	35,938	36,248	36,870	37,571	38,523	39,388	39,426	40,277	42,105
CF Hourly	15.684	17.427	17.601	17.726	18.063	18.326	18.773	19.195	19.215	19.628	20.516
CF Bi-Weekly	1,254.72	1,394.16	1,408.08	1,418.08	1,445.04	1,466.08	1,501.84	1,535.60	1,537.20	1,570.08	1,641.28
CF Annual	32,622	36,248	36,810	36,870	37,571	38,118	39,047	39,925	39,967	40,822	42,673
CG Hourly	15.958	17.729	17.939	18.030	18.404	18.586	19.031	19.460	19.477	19.897	20.800
CG Bi-Weekly	1,276.48	1,418.32	1,435.12	1,442.40	1,472.32	1,486.88	1,522.48	1,556.80	1,558.16	1,591.76	1,664.00
CG Annual	33,188	36,876	37,813	37,602	38,280	38,658	39,584	40,476	40,512	41,385	43,264
CK Hourly	17.888	19.876	20.014	20.169	20.477	20.827	21.225	21.703	21.724	22.190	23.188
CK Bi-Weekly	1,431.04	1,590.08	1,601.12	1,613.52	1,638.16	1,666.16	1,698.00	1,736.24	1,737.92	1,775.20	1,855.84
CK Annual	37,207	41,342	41,629	41,951	42,592	43,320	44,148	45,142	45,185	46,155	48,251

COLLECTIVE BARGAINING AGREEMENT

Between

**SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)
Local 73, CTW/CLC**

Representing Health Care Professionals

And

COUNTY OF COOK

December 1, 2017 through November 30, 2020

Effective upon Approval by the Cook County Board of Commissioners

Effective June 1, 2020

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OT/PT/SP ONLY - SEIU LOCAL 73**

		Longevity				Longevity				Longevity			
		Year at 1st				Year at 2nd				Year at 3rd			
		Rate & 10				Rate & 12				Rate & 15			
		Years At 5th Step				Years At 6th Step				Years At 7th Step			
<u>Grade</u>		<u>Entry Rate</u>	<u>1st 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>	
19	Hourly	32,474	36,084	37,864	39,655	41,556	42,491	42,917	43,447	45,418	46,642	46,328	
	Bi-Weekly	2,597.92	2,886.72	3,029.12	3,172.40	3,324.48	3,399.28	3,433.36	3,475.76	3,633.44	3,651.36	3,708.24	
	Annual	67,545	75,054	78,757	82,482	86,436	88,381	89,267	90,369	94,469	94,935	98,362	
20	Hourly	35,689	39,855	41,555	43,517	45,641	46,670	47,135	47,718	49,882	50,133	50,885	
	Bi-Weekly	2,855.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56	4,010.64	4,070.80	
	Annual	74,233	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754	104,276	105,840	

Effective June 1, 2019

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OT/PT/SP ONLY - SEIU LOCAL 73**

									Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 12 Years Service	Year at 3rd Longevity Rate & 15 Years Service	Year at 4th Longevity Rate & 20 Years Service
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
19	Hourly	31.837	35.376	37.122	38.877	40.741	41.858	42.075	42.595	44.527	44.747	45.420
	Bi-Weekly	2,548.96	2,830.08	2,969.76	3,110.16	3,259.28	3,332.64	3,366.00	3,407.60	3,562.16	3,579.76	3,633.60
	Annual	66,220	73,582	77,213	80,864	84,741	86,648	87,516	88,597	92,616	93,073	94,473
20	Hourly	34.989	38.877	40.740	42.664	44.746	45.755	46.211	46.782	48.904	49.150	49.887
	Bi-Weekly	2,799.12	3,110.16	3,259.20	3,413.12	3,579.68	3,660.40	3,696.88	3,742.56	3,912.32	3,932.00	3,990.96
	Annual	72,777	80,864	84,739	88,741	93,071	95,170	96,118	97,306	101,720	102,232	103,764

Effective December 1, 2018

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OT/PT/SP ONLY - SEIU LOCAL 73**

									Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 12 Years Service	Year at 3rd Longevity Rate & 15 Years Service	Year at 4th Longevity Rate & 20 Years Service
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
19	Hourly	31.213	34.682	36.394	38.115	39.942	40.841	41.250	41.760	43.654	43.870	44.529
	Bi-Weekly	2,497.04	2,774.56	2,911.52	3,049.20	3,195.36	3,267.28	3,300.00	3,340.80	3,492.32	3,509.60	3,562.32
	Annual	64,923	72,138	75,699	79,279	83,079	84,949	85,800	86,860	90,800	91,249	92,620
20	Hourly	34.303	38.115	39.941	41.827	43.869	44.858	45.305	45.865	47.945	48.186	48.909
	Bi-Weekly	2,744.24	3,049.20	3,195.28	3,346.16	3,509.52	3,588.64	3,624.40	3,669.20	3,835.60	3,854.88	3,912.72
	Annual	71,350	79,279	83,077	87,000	91,247	93,304	94,234	95,399	99,725	100,226	101,730

Effective June 1, 2020

**SCHEDULE XXXVI
BUREAU OF HUMAN RESOURCES
Physician Assistant - SEIU 73**

<u>Grade</u>		<u>Entry Rate</u>	<u>1st 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>
22-S73-HCP	Hourly	48.334	51.481	53.025	54.616	56.254	57.942	59.680	61.471	63.315	65.215	67.171
	Bi-Weekly	3,708.72	4,118.48	4,242.00	4,369.28	4,500.32	4,635.36	4,774.40	4,917.68	5,065.20	5,217.20	5,373.68
	Annual	98,374	107,080	110,292	113,601	117,008	120,519	124,134	127,859	131,695	135,947	139,715

Effective June 1, 2019

**SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
Physician Assistant - SEU 73**

<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	AFTER 1	AFTER 1	AFTER 1	AFTER 1
									YR AT 1ST	YR AT 2ND	YR AT 3RD	YR AT 4TH
									LONGEVITY	LONGEVITY	LONGEVITY	LONGEVITY
									RATE & 10	RATE & 12	RATE & 15	RATE & 20
									7th Step	8th Step	9th Step	10th Step
22-S73-HCP	Hourly	45.425	50.472	51.385	53.545	55.151	58.808	58.510	60.268	62.074	63.938	65.854
	Bi-Weekly	3,634.00	4,037.76	4,109.60	4,283.60	4,412.08	4,544.48	4,680.80	4,821.28	4,965.92	5,114.88	5,268.32
	Annual	94,484	104,981	108,128	111,373	114,714	118,156	121,700	125,353	129,113	132,986	136,876

Effective December 1, 2018

**SCHEDULE XXXVI
BUREAU OF HUMAN RESOURCES
Physician Assistant - SEIU 73**

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	AFTER 2	AFTER 1	AFTER 1	AFTER 1	AFTER 1
								YEARS AT	YR AT 1ST	YR AT 2ND	YR AT 3RD	YR AT 4TH
								9th Step	LONGEVITY	LONGEVITY	LONGEVITY	LONGEVITY
								7th Step	RATE & 10	RATE & 12	RATE & 16	RATE & 20
									9th Step	9th Step	9th Step	10th Step
22-S73-HC Hourly	44.534	49.482	50.966	52.495	54.070	55.692	57.363	59.084	60.857	62.682	64.563	
BI-Weekly	3,562.72	3,958.56	4,077.28	4,199.60	4,325.60	4,455.36	4,589.04	4,726.72	4,868.56	5,014.56	5,165.04	
Annual	92,630	102,922	106,009	109,189	112,465	115,839	119,315	122,894	126,582	130,378	134,291	

Effective May 1, 2018

**SCHEDULE XXXVI
BUREAU OF HUMAN RESOURCES
Physician Assistant - SEU 73**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>AFTER 2 YEARS AT 6th Step</u>	<u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10</u>	<u>AFTER 1 YR AT 2ND LONGEVITY RATE & 12</u>	<u>AFTER 1 YR AT 3RD LONGEVITY RATE & 16</u>	<u>AFTER 1 YR AT 4TH LONGEVITY RATE & 20</u>
								<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
22-S73-HCP	Hourly	49.482	50.988	52.495	54.070	55.692	57.363	59.084	60.857	62.682	64.569
	Bi-Weekly	3,059.58	4,077.28	4,199.60	4,825.60	4,455.36	4,589.04	4,726.72	4,868.56	5,014.56	5,165.04
	Annual	102,922	106,009	109,189	112,466	115,839	119,315	122,694	128,582	130,378	134,291

Effective June 1, 2020

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
NURSING GRADE - RNA
SEIU LOCAL 73**

**10 Years 12 Years
Service Service**

	<u>Entry Rate</u>	<u>1st 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>
Hourly	61.361	68.180	69.893	71.700	73.441	75.394	77.293	79.341	81.379	83.523	86.105	86.967
Bi-Weekly	4,908.88	5,454.40	5,591.44	5,736.00	5,875.28	6,026.72	6,183.44	6,347.28	6,510.32	6,681.84	6,888.40	6,957.36
Annual	127,630	141,814	145,377	149,136	152,757	156,694	160,769	165,029	169,268	173,727	179,098	180,891

Effective June 1, 2019

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
NURSING GRADE - RNA
SEIU LOCAL 73**

**10 Years 12 Years
Service Service**

	<u>Entry Rate</u>	<u>1st 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>
Hourly	60.159	66.843	68.523	70.294	72.001	73.857	75.777	77.785	79.783	81.885	84.417	85.262
Bi-Weekly	4,812.72	5,347.44	5,481.84	5,623.52	5,760.08	5,908.56	6,062.16	6,222.80	6,382.64	6,550.80	6,753.36	6,820.96
Annual	125,130	139,033	142,527	146,211	149,762	153,822	157,616	161,792	165,948	170,320	175,587	177,344

Effective June 1, 2018

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
NURSING GRADE - RNA
SEIU LOCAL 73**

**10 Years 12 Years
Service Service**

	<u>Entry Rate</u>	<u>1st 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>
Hourly	58.979	65.532	67.179	68.916	70.589	72.409	74.291	76.260	78.219	80.279	82.762	83.590
Bi-Weekly	4,718.32	5,242.58	5,374.32	5,513.28	5,647.12	5,792.72	5,943.28	6,100.80	6,257.52	6,422.32	6,620.96	6,687.20
Annual	122,876	136,306	139,732	143,345	146,825	150,610	154,525	158,620	162,695	166,980	172,144	173,867

									Year at 1st	Year at 2nd	Year at 3rd	Year at 4th
									Longevity Rate & 10 Years	Longevity Rate & 12 Years	Longevity Rate & 15 Years	Longevity Rate & 20 Years
									Service	Service	Service	Service
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
9	Hourly	14.341	15.934	16.292	17.085	17.908	18.734	20.069	20.519	20.723	20.880	21.933
	Bi-Weekly	1,147.28	1,274.72	1,303.36	1,368.80	1,432.84	1,498.72	1,605.52	1,641.52	1,657.84	1,678.40	1,754.64
	Annual	29,829	33,142	33,887	35,536	37,248	38,986	41,743	42,679	43,103	43,838	45,620
10	Hourly	15.381	17.068	17.865	18.708	19.612	20.553	21.515	21.999	22.220	22.480	23.514
	Bi-Weekly	1,228.88	1,365.44	1,429.20	1,496.48	1,568.96	1,644.24	1,721.20	1,759.92	1,777.60	1,799.20	1,881.12
	Annual	31,950	35,501	37,159	38,908	40,792	42,750	44,751	45,757	46,217	46,779	48,909
11	Hourly	16.480	18.311	19.156	20.067	21.005	22.043	23.159	23.682	23.920	24.214	25.312
	Bi-Weekly	1,318.40	1,464.88	1,532.48	1,605.36	1,680.40	1,763.44	1,852.72	1,894.56	1,913.80	1,937.12	2,024.96
	Annual	34,278	38,086	39,844	41,739	43,690	45,849	48,170	49,258	49,753	50,365	52,648
12	Hourly	17.650	19.612	20.553	21.515	22.553	23.710	24.809	25.366	25.620	25.940	27.114
	Bi-Weekly	1,412.00	1,568.96	1,644.24	1,721.20	1,804.24	1,896.80	1,984.72	2,029.28	2,049.60	2,075.20	2,169.12
	Annual	36,712	40,792	42,750	44,751	46,910	49,316	51,602	52,761	53,289	53,955	58,397
13	Hourly	18.904	21.005	22.043	23.161	24.278	25.378	26.648	27.247	27.520	27.861	29.124
	Bi-Weekly	1,512.32	1,680.40	1,763.44	1,852.88	1,942.24	2,030.24	2,131.84	2,179.76	2,201.60	2,228.88	2,329.92
	Annual	39,320	43,690	46,849	48,174	50,498	52,786	55,427	58,673	57,241	57,950	60,577
14	Hourly	20.297	22.553	23.710	24.808	26.061	27.296	28.592	29.234	29.527	29.892	31.249
	Bi-Weekly	1,623.76	1,804.24	1,898.80	1,984.84	2,084.88	2,183.68	2,287.36	2,338.72	2,362.16	2,391.36	2,499.92
	Annual	42,217	46,910	49,316	51,600	54,206	56,775	59,471	60,806	61,416	62,175	64,997
15	Hourly	21.849	24.278	25.378	26.649	27.967	29.374	30.755	31.447	31.762	32.163	33.610
	Bi-Weekly	1,747.92	1,942.24	2,030.24	2,131.92	2,237.36	2,349.92	2,460.40	2,515.76	2,540.98	2,572.24	2,688.80
	Annual	45,445	50,498	52,786	55,429	58,171	61,097	63,970	65,409	66,064	66,878	69,908
16	Hourly	23.455	26.061	27.296	28.592	29.958	31.403	32.859	33.599	33.934	34.357	35.913
	Bi-Weekly	1,876.40	2,084.88	2,183.68	2,287.36	2,396.84	2,512.24	2,628.72	2,687.92	2,714.72	2,748.56	2,873.04
	Annual	48,786	54,206	56,775	59,471	62,312	65,318	68,346	69,885	70,582	71,462	74,699
17	Hourly	25.170	27.987	29.374	30.755	32.186	33.776	35.447	36.245	36.808	37.059	38.741
	Bi-Weekly	2,013.60	2,237.36	2,349.92	2,460.40	2,574.88	2,702.08	2,835.76	2,899.60	2,928.64	2,964.72	3,089.28
	Annual	52,353	58,171	61,097	63,970	66,946	70,254	73,729	75,389	76,144	77,082	80,581
18	Hourly	26.962	29.958	31.403	32.859	34.493	36.084	37.865	38.718	39.108	39.587	41.384
	Bi-Weekly	2,158.98	2,396.64	2,512.24	2,628.72	2,759.44	2,886.72	3,029.20	3,097.44	3,128.48	3,166.96	3,310.72
	Annual	56,080	62,312	65,318	68,346	71,745	75,054	78,759	80,533	81,340	82,340	86,078
19	Hourly	29.572	32.859	34.493	36.084	37.864	39.655	41.556	42.491	42.917	43.447	45.418
	Bi-Weekly	2,365.76	2,628.72	2,759.44	2,886.72	3,029.12	3,172.40	3,324.48	3,399.28	3,433.36	3,475.76	3,633.44
	Annual	61,509	68,346	71,745	75,054	78,757	82,482	86,436	88,881	89,267	90,369	94,469
20	Hourly	32.474	36.084	37.864	39.655	41.555	43.517	45.841	46.670	47.135	47.718	49.882
	Bi-Weekly	2,597.92	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56
	Annual	67,545	75,054	78,767	82,482	86,434	90,615	94,933	97,073	98,040	99,253	103,754
21	Hourly	35.689	39.655	41.555	43.517	45.642	47.807	50.134	51.260	51.774	52.416	54.790
	Bi-Weekly	2,855.12	3,172.40	3,324.40	3,481.36	3,651.36	3,824.58	4,010.72	4,100.80	4,141.92	4,193.28	4,383.20
	Annual	74,233	82,482	86,434	90,515	94,935	99,438	104,278	106,620	107,689	109,025	113,863
22	Hourly	39.165	43.517	45.842	47.807	50.133	52.464	54.990	56.229	56.791	57.495	60.100
	Bi-Weekly	3,133.20	3,481.36	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,498.32	4,543.28	4,599.60	4,808.00
	Annual	81,463	90,515	94,935	99,438	104,276	109,125	114,379	116,956	118,125	119,589	125,008

Effective June 1, 2019

										Year at 1st	Year at 2nd	Year at 3rd	Year at 4th
										Longevity Rate & 10 Years Service	Longevity Rate & 12 Years Service	Longevity Rate & 15 Years Service	Longevity Rate & 20 Years Service
										After 2 Years At 5th Step			
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
9	Hourly	14.060	15.622	15.973	16.750	17.557	18.367	18.675	20.117	20.317	20.566	21.503	
	Bi-Weekly	1,124.80	1,249.76	1,277.84	1,340.00	1,404.56	1,469.36	1,574.00	1,609.36	1,625.36	1,645.52	1,720.24	
	Annual	29,244	32,493	33,223	34,840	36,518	38,203	40,924	41,843	42,259	42,783	44,726	
10	Hourly	15.060	16.733	17.515	18.339	19.227	20.150	21.093	21.568	21.784	22.049	23.053	
	Bi-Weekly	1,204.80	1,338.64	1,401.20	1,467.12	1,538.16	1,612.00	1,687.44	1,725.44	1,742.72	1,763.92	1,844.24	
	Annual	31,324	34,804	36,431	38,145	39,992	41,912	43,873	44,861	45,310	45,861	47,950	
11	Hourly	16.157	17.952	18.780	19.674	20.593	21.611	22.705	23.218	23.451	23.739	24.816	
	Bi-Weekly	1,292.56	1,436.16	1,502.40	1,573.92	1,647.44	1,728.88	1,816.40	1,857.44	1,876.08	1,899.12	1,985.28	
	Annual	33,606	37,340	39,062	40,921	42,833	44,950	47,226	48,293	48,778	49,377	51,617	
12	Hourly	17.304	19.227	20.150	21.093	22.111	23.245	24.323	24.869	25.118	25.431	26.582	
	Bi-Weekly	1,384.32	1,538.16	1,612.00	1,687.44	1,768.88	1,859.60	1,945.84	1,989.52	2,009.44	2,034.48	2,126.56	
	Annual	35,992	39,992	41,912	43,873	45,990	48,349	50,591	51,727	52,245	52,896	55,290	
13	Hourly	18.533	20.593	21.611	22.707	23.802	24.880	26.125	26.713	26.980	27.315	28.553	
	Bi-Weekly	1,482.64	1,647.44	1,728.88	1,816.56	1,904.18	1,990.40	2,090.00	2,137.04	2,158.40	2,185.20	2,284.24	
	Annual	38,548	42,833	44,950	47,230	49,508	51,750	54,340	55,563	56,118	56,815	59,390	
14	Hourly	19.899	22.111	23.245	24.322	25.550	26.761	28.031	28.661	28.948	29.306	30.636	
	Bi-Weekly	1,591.92	1,768.88	1,859.60	1,945.76	2,044.00	2,140.88	2,242.48	2,292.88	2,315.84	2,344.48	2,450.88	
	Annual	41,389	45,990	48,349	50,589	53,144	55,662	58,304	59,614	60,211	60,956	63,722	
15	Hourly	21.421	23.802	24.880	26.126	27.419	28.798	30.152	30.830	31.139	31.523	32.951	
	Bi-Weekly	1,713.88	1,904.16	1,990.40	2,090.08	2,193.62	2,303.84	2,412.16	2,466.40	2,491.12	2,521.84	2,636.08	
	Annual	44,555	49,508	51,750	54,342	57,031	59,899	62,716	64,126	64,769	65,567	68,536	
16	Hourly	22.995	25.550	26.761	28.031	29.371	30.787	32.215	32.940	33.269	33.683	35.209	
	Bi-Weekly	1,839.60	2,044.00	2,140.88	2,242.48	2,349.68	2,462.96	2,577.20	2,635.20	2,661.52	2,694.64	2,816.72	
	Annual	47,829	53,144	55,662	58,304	61,091	64,036	67,007	68,515	69,199	70,060	73,234	
17	Hourly	24.676	27.419	28.798	30.152	31.555	33.114	34.752	35.534	35.890	36.332	37.981	
	Bi-Weekly	1,974.08	2,193.52	2,303.84	2,412.16	2,524.40	2,649.12	2,780.16	2,842.72	2,871.20	2,908.56	3,038.48	
	Annual	51,326	57,031	59,899	62,716	65,634	68,877	72,284	73,910	74,851	75,570	79,000	
18	Hourly	26.433	29.371	30.787	32.215	33.817	35.376	37.123	37.959	38.339	38.811	40.573	
	Bi-Weekly	2,114.64	2,349.68	2,462.96	2,577.20	2,705.36	2,830.08	2,969.84	3,036.72	3,087.12	3,104.88	3,245.84	
	Annual	54,980	61,091	64,038	67,007	70,339	73,582	77,215	78,954	79,745	80,726	84,391	
19	Hourly	28.982	32.215	33.817	35.376	37.122	38.877	40.741	41.658	42.075	42.595	44.527	
	Bi-Weekly	2,319.36	2,577.20	2,705.36	2,830.08	2,969.76	3,110.16	3,259.28	3,332.64	3,366.00	3,407.60	3,562.16	
	Annual	60,303	67,007	70,339	73,582	77,213	80,864	84,741	86,648	87,516	88,597	92,616	
20	Hourly	31.837	35.376	37.122	38.877	40.740	42.664	44.746	45.755	46.211	46.782	48.904	
	Bi-Weekly	2,546.96	2,830.08	2,969.76	3,110.16	3,259.20	3,413.12	3,579.68	3,660.40	3,696.88	3,742.56	3,912.32	
	Annual	66,220	73,582	77,213	80,864	84,739	88,741	93,071	95,170	96,118	97,306	101,720	
21	Hourly	34.989	38.877	40.740	42.664	44.747	46.870	49.151	50.255	50.759	51.388	53.716	
	Bi-Weekly	2,799.12	3,110.16	3,259.20	3,413.12	3,579.76	3,749.60	3,932.08	4,020.40	4,060.72	4,111.04	4,297.28	
	Annual	72,777	80,864	84,739	88,741	93,073	97,489	102,234	104,530	105,578	106,887	111,729	
22	Hourly	38.397	42.664	44.747	46.870	49.150	51.435	53.912	55.126	55.677	56.368	58.922	
	Bi-Weekly	3,071.76	3,413.12	3,579.76	3,749.60	3,932.00	4,114.80	4,312.96	4,410.08	4,454.16	4,509.44	4,713.76	
	Annual	79,865	88,741	93,073	97,489	102,232	106,984	112,136	114,662	115,808	117,245	122,657	

SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

								Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	
								Longevity Rate & 10	Longevity Rate & 12	Longevity Rate & 15	Longevity Rate & 20	
								Years Service	Years Service	Years Service	Years Service	
								After 2 Years At 5th Step				
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
9	Hourly	13,784	15,316	15,660	16,422	17,213	18,007	18,289	19,723	19,919	20,166	21,081
	Bi-Weekly	1,102.72	1,225.28	1,252.80	1,313.76	1,377.04	1,440.56	1,543.12	1,577.84	1,593.52	1,613.28	1,686.48
	Annual	28,670	31,857	32,572	34,157	35,803	37,454	40,121	41,023	41,431	41,945	43,848
10	Hourly	14,765	16,405	17,172	17,979	18,850	19,755	20,679	21,145	21,357	21,617	22,801
	Bi-Weekly	1,181.20	1,312.40	1,373.76	1,438.32	1,508.00	1,580.40	1,654.32	1,691.60	1,708.56	1,729.36	1,808.08
	Annual	30,711	34,122	35,717	37,396	39,208	41,090	43,012	43,981	44,422	44,963	47,010
11	Hourly	15,840	17,600	18,412	19,268	20,189	21,187	22,260	22,763	22,991	23,274	24,329
	Bi-Weekly	1,267.20	1,408.00	1,472.96	1,543.04	1,615.12	1,694.96	1,780.80	1,821.04	1,839.28	1,861.92	1,946.32
	Annual	32,947	36,608	38,296	40,119	41,993	44,068	46,300	47,347	47,821	48,409	50,604
12	Hourly	16,965	18,850	19,755	20,679	21,677	22,789	23,846	24,381	24,625	24,932	26,061
	Bi-Weekly	1,357.20	1,508.00	1,580.40	1,664.32	1,734.16	1,823.12	1,907.68	1,950.48	1,970.00	1,994.58	2,084.88
	Annual	35,287	39,208	41,090	43,012	45,088	47,401	49,599	50,712	51,220	51,858	54,208
13	Hourly	18,170	20,189	21,187	22,262	23,335	24,392	25,513	26,189	26,451	26,779	27,993
	Bi-Weekly	1,453.60	1,615.12	1,694.96	1,780.96	1,866.80	1,951.36	2,049.04	2,085.12	2,116.08	2,142.32	2,239.44
	Annual	37,793	41,993	44,068	46,304	48,536	50,735	53,275	54,473	55,018	55,700	58,225
14	Hourly	19,509	21,677	22,789	23,846	25,049	26,236	27,481	28,099	28,380	28,731	30,035
	Bi-Weekly	1,560.72	1,734.16	1,823.12	1,907.60	2,003.92	2,098.88	2,198.48	2,247.92	2,270.40	2,298.48	2,402.80
	Annual	40,678	45,088	47,401	49,597	52,101	54,570	57,180	58,446	59,030	59,760	62,472
15	Hourly	21,001	23,335	24,392	25,614	26,881	28,233	29,581	30,225	30,528	30,905	32,305
	Bi-Weekly	1,680.08	1,866.80	1,951.36	2,049.12	2,150.48	2,258.64	2,364.88	2,418.00	2,442.24	2,472.40	2,584.40
	Annual	43,682	48,536	50,735	53,277	55,812	58,724	61,486	62,868	63,498	64,282	67,194
16	Hourly	22,544	25,049	26,236	27,481	28,795	30,183	31,583	32,294	32,617	33,023	34,519
	Bi-Weekly	1,803.52	2,003.92	2,098.88	2,198.48	2,303.60	2,414.64	2,526.64	2,583.52	2,609.36	2,641.84	2,761.52
	Annual	48,891	52,101	54,570	57,180	59,893	62,780	65,692	67,171	67,843	68,687	71,799
17	Hourly	24,192	26,881	28,233	29,581	30,936	32,465	34,071	34,837	35,186	35,620	37,236
	Bi-Weekly	1,935.36	2,150.48	2,258.64	2,364.88	2,474.88	2,597.20	2,725.68	2,786.96	2,814.88	2,849.60	2,978.88
	Annual	50,319	55,812	58,724	61,486	64,346	67,527	70,867	72,460	73,186	74,089	77,450
18	Hourly	25,915	28,795	30,183	31,583	33,154	34,682	36,395	37,215	37,587	38,050	39,777
	Bi-Weekly	2,073.20	2,303.60	2,414.64	2,526.64	2,652.32	2,774.56	2,911.60	2,977.20	3,006.96	3,044.00	3,182.16
	Annual	53,903	59,893	62,780	65,692	68,960	72,138	75,701	77,407	78,180	79,144	82,736
19	Hourly	28,424	31,583	33,154	34,682	36,394	38,115	39,942	40,841	41,250	41,760	43,654
	Bi-Weekly	2,273.92	2,526.64	2,652.32	2,774.56	2,911.52	3,049.20	3,195.36	3,267.28	3,300.00	3,340.80	3,492.32
	Annual	59,121	65,692	68,960	72,138	75,699	79,279	83,079	84,949	85,800	86,860	90,800
20	Hourly	31,213	34,682	36,394	38,115	39,941	41,827	43,869	44,858	45,305	45,865	47,945
	Bi-Weekly	2,497.04	2,774.56	2,911.52	3,049.20	3,195.28	3,346.16	3,509.52	3,588.64	3,624.40	3,669.20	3,835.60
	Annual	64,923	72,138	75,699	79,279	83,077	87,000	91,247	93,304	94,234	95,399	99,725
21	Hourly	34,303	38,115	39,941	41,827	43,870	45,951	48,187	49,270	49,764	50,380	52,663
	Bi-Weekly	2,744.24	3,049.20	3,195.28	3,346.16	3,509.60	3,678.08	3,854.96	3,941.60	3,981.12	4,030.40	4,213.04
	Annual	71,350	79,279	83,077	87,000	91,249	95,578	100,228	102,481	103,509	104,790	109,539
22	Hourly	37,644	41,827	43,870	45,951	48,188	50,428	52,855	54,045	54,585	55,263	57,767
	Bi-Weekly	3,011.52	3,346.16	3,509.60	3,678.08	3,854.88	4,034.08	4,228.40	4,323.60	4,366.80	4,421.04	4,621.36
	Annual	78,299	87,000	91,249	95,578	100,226	104,886	109,936	112,413	113,536	114,947	120,155

COLLECTIVE BARGAINING AGREEMENT

Between

**SERVICE EMPLOYEES INTERNATIONAL UNION
Local 73, CTW/CLC**

- Representing Hospital Technicians -

And

COUNTY OF COOK

December 1, 2017 through November 30, 2020

Effective upon Approval by the County Board of Commissioners

SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

<u>Grade</u>	<u>Entry Rate</u>	<u>1st 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>	<div> <div>Year at 1st Longevity Rate & 10 Years Service</div> <div>Year at 2nd Longevity Rate & 12 Years Service</div> <div>Year at 3rd Longevity Rate & 15 Years Service</div> <div>Year at 4th Longevity Rate & 20 Years Service</div> </div>			
												<div> <div>After 2 Years At 5th Step</div> <div>After 2 Years At 5th Step</div> <div>After 2 Years At 5th Step</div> <div>After 2 Years At 5th Step</div> </div>			
9 Hourly	14,341	15,934	16,292	17,085	17,908	18,734	20,069	20,519	20,723	20,980	21,933				
Bi-Weekly	1,147.26	1,274.72	1,303.36	1,366.80	1,432.64	1,498.72	1,605.52	1,641.52	1,657.84	1,678.40	1,754.84				
Annual	29,829	33,142	33,887	35,536	37,248	38,966	41,743	42,679	43,103	43,638	45,620				
10 Hourly	15,361	17,068	17,885	18,708	19,612	20,553	21,515	21,999	22,220	22,490	23,514				
Bi-Weekly	1,228.88	1,365.44	1,429.20	1,496.48	1,568.96	1,644.24	1,721.20	1,759.92	1,777.60	1,798.20	1,881.12				
Annual	31,950	35,501	37,159	38,908	40,792	42,750	44,751	45,757	46,217	46,779	48,909				
11 Hourly	16,480	18,311	19,156	20,067	21,005	22,043	23,159	23,682	23,920	24,214	25,312				
Bi-Weekly	1,318.40	1,464.88	1,532.48	1,605.36	1,680.40	1,763.44	1,852.72	1,894.56	1,913.60	1,937.12	2,024.96				
Annual	34,278	38,086	39,844	41,739	43,690	45,849	48,170	49,258	49,753	50,365	52,648				
12 Hourly	17,650	19,612	20,553	21,515	22,553	23,710	24,809	25,366	25,620	25,940	27,114				
Bi-Weekly	1,412.00	1,568.96	1,644.24	1,721.20	1,804.24	1,886.80	1,984.72	2,029.28	2,049.60	2,075.20	2,169.12				
Annual	36,712	40,792	42,750	44,751	46,910	49,316	51,602	52,761	53,289	53,955	56,397				
13 Hourly	18,904	21,005	22,043	23,161	24,278	25,378	26,448	27,247	27,520	27,861	29,124				
Bi-Weekly	1,512.32	1,680.40	1,763.44	1,852.88	1,942.24	2,030.24	2,131.84	2,179.76	2,201.60	2,228.88	2,329.92				
Annual	39,320	43,690	45,849	48,174	50,498	52,786	55,427	56,673	57,241	57,950	60,577				
14 Hourly	20,297	22,553	23,710	24,808	26,061	27,286	28,592	29,284	29,527	29,892	31,249				
Bi-Weekly	1,623.76	1,804.24	1,898.80	1,984.64	2,084.88	2,183.68	2,287.36	2,338.72	2,362.16	2,391.36	2,499.92				
Annual	42,217	46,910	49,316	51,600	54,206	56,775	59,471	60,806	61,416	62,175	64,997				
15 Hourly	21,849	24,278	25,378	26,449	27,867	29,374	30,755	31,447	31,762	32,153	33,610				
Bi-Weekly	1,747.92	1,942.24	2,030.24	2,131.92	2,237.36	2,349.92	2,460.40	2,515.76	2,540.96	2,572.24	2,688.80				
Annual	45,445	50,498	52,786	55,429	58,171	61,097	63,970	65,409	66,064	66,878	69,908				
16 Hourly	23,455	26,061	27,296	28,592	29,958	31,403	32,859	33,599	33,934	34,357	35,913				
Bi-Weekly	1,878.40	2,084.88	2,183.68	2,287.36	2,396.64	2,512.24	2,628.72	2,687.92	2,714.72	2,748.56	2,873.04				
Annual	48,786	54,206	56,775	59,471	62,312	65,316	68,346	69,885	70,582	71,462	74,699				
17 Hourly	25,170	27,987	29,374	30,755	32,186	33,776	35,447	36,245	36,808	37,059	38,741				
Bi-Weekly	2,013.60	2,237.36	2,349.92	2,460.40	2,574.88	2,702.08	2,835.76	2,899.60	2,928.64	2,964.72	3,099.28				
Annual	52,353	58,171	61,097	63,970	66,946	70,254	73,729	75,389	76,144	77,082	80,581				
18 Hourly	26,962	29,958	31,403	32,859	34,493	36,084	37,865	38,718	39,106	39,587	41,384				
Bi-Weekly	2,156.96	2,396.64	2,512.24	2,628.72	2,759.44	2,886.72	3,029.20	3,097.44	3,128.48	3,166.96	3,310.72				
Annual	56,080	62,312	65,318	68,346	71,745	75,054	78,759	80,533	81,340	82,340	86,078				
19 Hourly	29,572	32,859	34,493	36,084	37,864	39,655	41,556	42,491	42,917	43,447	45,418				
Bi-Weekly	2,365.76	2,628.72	2,759.44	2,886.72	3,029.12	3,172.40	3,324.48	3,399.28	3,433.36	3,475.76	3,633.44				
Annual	61,509	68,346	71,745	75,054	78,757	82,482	86,436	88,381	89,267	90,369	94,469				
20 Hourly	32,474	36,084	37,864	39,655	41,555	43,517	45,641	46,670	47,135	47,718	49,882				
Bi-Weekly	2,597.92	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56				
Annual	67,545	75,054	78,767	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754				
21 Hourly	35,889	39,655	41,555	43,517	45,642	47,807	50,134	51,260	51,774	52,416	54,790				
Bi-Weekly	2,855.12	3,172.40	3,324.40	3,481.36	3,651.36	3,824.56	4,010.72	4,100.80	4,141.92	4,193.28	4,383.20				
Annual	74,233	82,482	86,434	90,515	94,935	99,438	104,278	106,620	107,688	109,025	113,963				
22 Hourly	39,165	43,517	45,642	47,807	50,133	52,464	54,990	56,229	56,791	57,495	60,100				
Bi-Weekly	3,133.20	3,481.36	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,488.32	4,543.28	4,599.60	4,808.00				
Annual	81,463	90,515	94,935	99,438	104,276	109,125	114,379	116,956	118,125	119,589	125,008				

SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

		<div>Year at 1st Longevity Rate & 10 Years Service</div> <div>Year at 2nd Longevity Rate & 12 Years Service</div> <div>Year at 3rd Longevity Rate & 16 Years Service</div> <div>Year at 4th Longevity Rate & 20 Years Service</div>										
		After 2 Years At 5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
9	Hourly	14.060	15.622	15.973	16.750	17.557	18.357	19.675	20.117	20.317	20.569	21.503
	Bi-Weekly	1,124.80	1,249.76	1,277.84	1,340.00	1,404.56	1,469.36	1,574.00	1,609.36	1,625.36	1,645.52	1,720.24
	Annual	29,244	32,493	33,223	34,840	36,518	38,203	40,924	41,843	42,259	42,783	44,726
10	Hourly	15.060	16.733	17.515	18.339	19.227	20.150	21.093	21.568	21.784	22.049	23.053
	Bi-Weekly	1,204.80	1,338.64	1,401.20	1,467.12	1,538.16	1,612.00	1,687.44	1,725.44	1,742.72	1,763.92	1,844.24
	Annual	31,324	34,804	36,431	38,145	39,992	41,912	43,873	44,861	45,310	45,861	47,850
11	Hourly	16.157	17.952	18.780	19.674	20.593	21.611	22.705	23.218	23.451	23.739	24.816
	Bi-Weekly	1,292.56	1,436.16	1,502.40	1,573.92	1,647.44	1,728.88	1,816.40	1,857.44	1,876.08	1,899.12	1,995.28
	Annual	33,606	37,340	39,062	40,921	42,833	44,850	47,226	48,293	48,778	49,377	51,617
12	Hourly	17.304	19.227	20.150	21.093	22.111	23.245	24.323	24.869	25.118	25.431	26.582
	Bi-Weekly	1,384.32	1,538.16	1,612.00	1,687.44	1,768.88	1,859.60	1,945.84	1,989.52	2,009.44	2,034.48	2,126.56
	Annual	35,992	39,992	41,912	43,873	45,990	48,349	50,591	51,727	52,245	52,896	55,290
13	Hourly	18.593	20.593	21.611	22.707	23.802	24.880	26.125	26.713	26.980	27.315	28.553
	Bi-Weekly	1,482.64	1,647.44	1,728.88	1,816.56	1,904.16	1,990.40	2,090.00	2,137.04	2,158.40	2,185.20	2,284.24
	Annual	38,548	42,833	44,950	47,230	49,508	51,750	54,340	55,563	56,118	56,815	59,390
14	Hourly	19.899	22.111	23.245	24.322	25.550	26.761	28.031	28.661	28.948	29.306	30.636
	Bi-Weekly	1,591.92	1,788.88	1,859.60	1,945.76	2,044.00	2,140.88	2,242.48	2,292.88	2,315.84	2,344.48	2,450.88
	Annual	41,389	45,990	48,349	50,589	53,144	55,662	58,304	59,614	60,211	60,956	63,722
15	Hourly	21.421	23.802	24.880	26.126	27.419	28.798	30.152	30.830	31.139	31.523	32.951
	Bi-Weekly	1,713.68	1,904.16	1,990.40	2,090.08	2,193.52	2,303.84	2,412.16	2,466.40	2,491.12	2,521.84	2,636.08
	Annual	44,555	49,508	51,750	54,342	57,031	59,899	62,716	64,126	64,789	65,567	68,538
16	Hourly	22.995	25.550	26.761	28.031	29.371	30.787	32.215	32.940	33.269	33.683	35.209
	Bi-Weekly	1,839.60	2,044.00	2,140.88	2,242.48	2,349.68	2,462.98	2,577.20	2,635.20	2,661.52	2,694.64	2,816.72
	Annual	47,829	53,144	55,862	58,304	61,091	64,036	67,007	68,515	69,199	70,080	73,234
17	Hourly	24.676	27.419	28.798	30.152	31.655	33.114	34.752	35.534	35.890	36.332	37.981
	Bi-Weekly	1,974.08	2,193.52	2,303.84	2,412.16	2,524.40	2,649.12	2,780.16	2,842.72	2,871.20	2,908.56	3,038.46
	Annual	51,326	57,031	59,899	62,716	65,634	68,877	72,284	73,910	74,651	75,570	79,000
18	Hourly	26.433	29.371	30.787	32.215	33.817	35.376	37.123	37.959	38.339	38.811	40.573
	Bi-Weekly	2,114.64	2,349.68	2,462.96	2,577.20	2,705.36	2,830.08	2,969.84	3,036.72	3,067.12	3,104.88	3,245.84
	Annual	54,980	61,091	64,036	67,007	70,339	73,582	77,215	78,954	79,745	80,726	84,391
19	Hourly	28.992	32.215	33.817	35.376	37.122	38.877	40.741	41.658	42.075	42.595	44.527
	Bi-Weekly	2,319.36	2,577.20	2,705.36	2,830.08	2,969.76	3,110.16	3,259.28	3,332.64	3,366.00	3,407.60	3,562.16
	Annual	60,303	67,007	70,339	73,582	77,213	80,864	84,741	86,648	87,516	88,597	92,616
20	Hourly	31.837	35.376	37.122	38.877	40.740	42.664	44.746	45.755	46.211	46.782	48.904
	Bi-Weekly	2,546.96	2,830.08	2,969.76	3,110.16	3,259.20	3,413.12	3,579.68	3,660.40	3,696.88	3,742.56	3,912.32
	Annual	66,220	73,582	77,213	80,864	84,739	88,741	93,071	95,170	96,118	97,306	101,720
21	Hourly	34.989	38.877	40.740	42.664	44.747	46.870	49.151	50.255	50.759	51.388	53.716
	Bi-Weekly	2,799.12	3,110.16	3,259.20	3,413.12	3,579.76	3,749.60	3,932.08	4,020.40	4,060.72	4,111.04	4,297.28
	Annual	72,777	80,864	84,739	88,741	93,073	97,489	102,234	104,530	105,578	106,887	111,729
22	Hourly	38.397	42.664	44.747	46.870	49.150	51.435	53.912	55.126	55.677	56.368	58.922
	Bi-Weekly	3,071.76	3,413.12	3,579.76	3,749.60	3,932.00	4,114.80	4,312.96	4,410.08	4,454.16	4,509.44	4,713.76
	Annual	78,865	88,741	93,073	97,489	102,232	106,984	112,136	114,662	115,808	117,245	122,557

SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

									Year at 1st	Year at 2nd	Year at 3rd	Year at 4th
									Longevity Rate & 10	Longevity Rate & 12	Longevity Rate & 15	Longevity Rate & 20
									Years	Years	Years	Years
									Service	Service	Service	Service
									After 2 Years At 5th Step			
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
9	Hourly	13.784	15.316	15.860	16.422	17.213	18.007	18.289	19.723	19.919	20.166	21.081
	Bi-Weekly	1,102.72	1,225.28	1,252.80	1,313.76	1,377.04	1,440.56	1,543.12	1,577.84	1,593.52	1,613.28	1,686.48
	Annual	28,670	31,857	32,572	34,157	35,803	37,454	40,121	41,023	41,431	41,945	43,848
10	Hourly	14.765	16.405	17.172	17.979	18.850	19.755	20.679	21.145	21.357	21.617	22.601
	Bi-Weekly	1,181.20	1,312.40	1,373.76	1,438.32	1,508.00	1,580.40	1,654.32	1,691.60	1,708.56	1,729.36	1,808.08
	Annual	30,711	34,122	35,717	37,396	39,208	41,080	43,012	43,981	44,422	44,963	47,010
11	Hourly	15.840	17.600	18.412	19.288	20.189	21.187	22.260	22.763	22.991	23.274	24.329
	Bi-Weekly	1,267.20	1,408.00	1,472.96	1,543.04	1,615.12	1,694.96	1,780.80	1,821.04	1,839.28	1,861.92	1,946.32
	Annual	32,947	36,608	38,296	40,119	41,993	44,068	46,300	47,347	47,821	48,409	50,604
12	Hourly	16.965	18.850	19.755	20.679	21.677	22.789	23.846	24.381	24.625	24.932	26.061
	Bi-Weekly	1,357.20	1,508.00	1,580.40	1,654.32	1,734.16	1,823.12	1,907.68	1,950.48	1,970.00	1,994.56	2,084.88
	Annual	35,287	39,208	41,080	43,012	45,088	47,401	49,599	50,712	51,220	51,858	54,206
13	Hourly	18.170	20.189	21.187	22.262	23.335	24.392	25.613	26.189	26.451	26.779	27.993
	Bi-Weekly	1,453.60	1,615.12	1,694.96	1,780.96	1,866.80	1,951.36	2,049.04	2,095.12	2,116.08	2,142.32	2,239.44
	Annual	37,793	41,993	44,068	46,304	48,536	50,735	53,275	54,473	55,018	55,700	58,225
14	Hourly	19.509	21.677	22.789	23.845	25.049	26.236	27.481	28.099	28.380	28.731	30.035
	Bi-Weekly	1,560.72	1,734.16	1,823.12	1,907.60	2,003.92	2,098.88	2,198.48	2,247.92	2,270.40	2,298.48	2,402.80
	Annual	40,578	45,088	47,401	49,597	52,101	54,570	57,160	58,445	59,030	59,760	62,472
15	Hourly	21.001	23.335	24.392	25.614	26.881	28.233	29.561	30.225	30.528	30.905	32.305
	Bi-Weekly	1,680.08	1,868.80	1,951.36	2,049.12	2,150.48	2,258.64	2,364.88	2,418.00	2,442.24	2,472.40	2,584.40
	Annual	43,682	48,536	50,735	53,277	55,912	58,724	61,486	62,868	63,498	64,282	67,194
16	Hourly	22.544	25.049	26.236	27.481	28.795	30.183	31.583	32.294	32.617	33.023	34.519
	Bi-Weekly	1,803.52	2,003.92	2,098.88	2,198.48	2,303.60	2,414.64	2,526.64	2,583.52	2,609.96	2,641.84	2,761.52
	Annual	46,891	52,101	54,570	57,160	59,893	62,780	65,692	67,171	67,843	68,687	71,799
17	Hourly	24.192	26.881	28.233	29.561	30.936	32.465	34.071	34.837	35.186	35.620	37.236
	Bi-Weekly	1,935.36	2,150.48	2,258.64	2,364.88	2,474.88	2,597.20	2,725.68	2,786.96	2,814.88	2,849.60	2,978.88
	Annual	50,319	55,912	58,724	61,486	64,346	67,527	70,867	72,460	73,186	74,089	77,450
18	Hourly	25.915	28.795	30.183	31.583	33.164	34.682	36.395	37.215	37.587	38.050	39.777
	Bi-Weekly	2,073.20	2,303.60	2,414.64	2,526.64	2,652.32	2,774.56	2,911.60	2,977.20	3,006.96	3,044.00	3,182.16
	Annual	53,903	59,893	62,780	65,692	68,960	72,138	75,701	77,407	78,180	79,144	82,736
19	Hourly	28.424	31.583	33.154	34.682	36.394	38.115	39.942	40.841	41.250	41.760	43.654
	Bi-Weekly	2,273.92	2,526.64	2,652.32	2,774.56	2,911.52	3,049.20	3,195.36	3,267.28	3,300.00	3,340.80	3,492.32
	Annual	58,121	65,692	68,960	72,138	75,699	79,279	83,079	84,949	85,800	86,860	90,800
20	Hourly	31.213	34.682	36.394	38.115	39.941	41.827	43.869	44.858	45.305	45.865	47.945
	Bi-Weekly	2,497.04	2,774.56	2,911.52	3,049.20	3,195.28	3,346.16	3,509.52	3,588.64	3,624.40	3,669.20	3,835.60
	Annual	64,923	72,138	75,699	79,279	83,077	87,000	91,247	93,304	94,234	95,399	99,725
21	Hourly	34.303	38.115	39.941	41.827	43.870	45.951	48.187	49.270	49.784	50.380	52.663
	Bi-Weekly	2,744.24	3,049.20	3,195.28	3,346.16	3,509.60	3,676.08	3,854.96	3,941.60	3,981.12	4,030.40	4,213.04
	Annual	71,350	79,279	83,077	87,000	91,249	95,578	100,228	102,481	103,509	104,780	109,539
22	Hourly	37.644	41.827	43.870	45.951	48.186	50.426	52.855	54.045	54.585	55.283	57.767
	Bi-Weekly	3,011.52	3,346.16	3,509.60	3,676.08	3,854.88	4,034.08	4,228.40	4,323.60	4,366.80	4,421.04	4,621.36
	Annual	78,299	87,000	91,249	95,578	100,226	104,886	109,938	112,413	113,536	114,947	120,155

COLLECTIVE BARGAINING AGREEMENT

Between

**SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 73, CTW/CLC
-Representing Hospital Technologists-**

And

COUNTY OF COOK

December 1, 2017 through November 30, 2020

**SCHEDULE XIV
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
MEDICAL TECHNOLOGISTS - SEIU LOCAL 73**

		Year at 1st Longevity Rate & 10 Years At 5th Step				Year at 2nd Longevity Rate & 12 Years Service				Year at 3rd Longevity Rate & 15 Years Service				Year at 4th Longevity Rate & 20 Years Service			
<u>Grade</u>		<u>Entry Rate</u>	<u>1st 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>					
T16	Hourly	23.455	26.061	27.295	28.592	29.958	31.404	32.859	34.538	34.881	35.316	36.928					
	Bi-Weekly	1,876.40	2,084.88	2,183.60	2,287.36	2,396.64	2,512.32	2,628.72	2,762.88	2,790.48	2,825.28	2,954.24					
	Annual	48,786	54,206	56,773	59,471	62,312	65,320	68,346	71,834	72,552	73,457	76,810					
T18	Hourly	26.962	29.958	31.404	32.859	34.493	36.084	37.865	39.638	40.035	40.540	42.392					
	Bi-Weekly	2,156.96	2,396.64	2,512.32	2,628.72	2,759.44	2,886.72	3,029.20	3,171.04	3,202.80	3,243.20	3,391.86					
	Annual	56,080	62,312	65,320	68,346	71,745	75,054	78,759	82,447	83,272	84,323	88,175					

Effective June 1, 2019

SCHEDULE XIV
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
MEDICAL TECHNOLOGISTS - SEIU LOCAL 73

<u>Grade</u>	<u>Entry Rate</u>	<u>1st 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>
								Year at 1st Longevity Rate & 10 Years After 2 Years At 5th Step	Year at 2nd Longevity Rate & 12 Years Service	Year at 3rd Longevity Rate & 15 Years Service	Year at 4th Longevity Rate & 20 Years Service
T16 Hourly	22.995	25.550	26.760	28.031	29.371	30.788	32.215	33.859	34.197	34.624	36.204
Bi-Weekly	1,839.60	2,044.00	2,140.80	2,242.48	2,349.68	2,483.04	2,577.20	2,708.72	2,735.76	2,769.92	2,896.32
Annual	47,829	53,144	55,660	58,304	61,091	64,039	67,007	70,426	71,129	72,017	75,304
T18 Hourly	26.433	29.371	30.788	32.215	33.817	35.376	37.123	38.861	39.250	39.745	41.561
Bi-Weekly	2,114.64	2,349.68	2,483.04	2,577.20	2,705.36	2,830.08	2,969.84	3,108.88	3,140.00	3,179.60	3,324.88
Annual	54,980	61,091	64,039	67,007	70,339	73,582	77,215	80,830	81,640	82,869	86,446

Effective December 1, 2018

**SCHEDULE XIV
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
MEDICAL TECHNOLOGISTS - SEIU LOCAL 73**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st 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>
								Year at 1st Longevity Rate & 10 Years After 2 Years At 5th Step	Year at 2nd Longevity Rate & 12 Years Service	Year at 3rd Longevity Rate & 15 Years Service	Year at 4th Longevity Rate & 20 Years Service
T16 Hourly	22.544	25.049	26.235	27.481	28.795	30.184	31.583	33.195	33.526	33.945	35.484
BI-Weekly	1,803.52	2,003.92	2,098.80	2,198.48	2,303.60	2,414.72	2,526.64	2,655.60	2,682.08	2,715.60	2,839.52
Annual	48,891	52,101	54,568	57,160	59,893	62,782	65,682	69,045	69,734	70,805	73,827
T18 Hourly	25.915	28.795	30.184	31.583	33.154	34.682	36.395	38.099	38.480	38.966	40.746
BI-Weekly	2,073.20	2,303.60	2,414.72	2,526.64	2,652.32	2,774.56	2,911.60	3,047.92	3,078.40	3,117.28	3,259.68
Annual	53,903	59,893	62,782	65,692	68,960	72,138	75,701	79,245	80,038	81,049	84,751

COLLECTIVE BARGAINING AGREEMENT

Between

**SERVICE EMPLOYEES INTERNATIONAL UNION
(SEIU) LOCAL 1**

FIREMEN & OILERS DIVISION

And

COUNTY OF COOK

December 1, 2017 thru November 30, 2020

Effective upon approval by the County Board of Commissioners

**SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
FIREMEN AND OILERS
SEIU LOCAL #1**

EFFECTIVE JUNE 1, 2020

Job Title	Step	Rate	Step 1	Step 2	Step 3
2444 Boiler Washer	X	\$3,064.49	\$38,306	\$79,676.69	
2443 Fireman	X	\$3,064.48	\$38,306	\$79,676.48	
2446 Fireman Helper	X	\$2,932.00	\$38,650	\$76,232.00	
2445 Mechanical Assistant	X	\$3,064.48	\$38,306	\$79,676.48	

SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
FIREMEN AND OILERS
SEIU LOCAL #1

EFFECTIVE: JUNE 1, 2019

2444	Boiler Washer	X	\$3,004.40	\$37,555	\$78,114.40
2443	Fireman	X	\$3,004.40	\$37,555	\$78,114.40
2446	Fireman Helper	X	\$2,874.56	\$35,932	\$74,738.56
2445	Mechanical Assistant	X	\$3,004.40	\$37,555	\$78,114.40