

COLLECTIVE BARGAINING AGREEMENT

Between

**COOK COUNTY PHARMACY ASSOCIATION, CHICAGO JOINT BOARD,
RETAIL, WHOLESALE & DEPARTMENT STORE UNION**

LOCAL 200

ADMINISTRATIVE STAFF

And

COUNTY OF COOK

December 1, 2017 through November 30, 2020

Effective upon Approval by the Cook County Board of Commissioners

Effective September 1, 2020

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH AND HOSPITAL SYSTEM - LOCAL 200**

													Year at 1st	Year at 2nd	Year at 3rd
													Longevity Rate & 10 Years Service	Longevity Rate & 15 Years Service	Longevity Rate & 20 Years Service
													After 2 Years At 5th Step		
Grade		Entry Rate	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step			
9	Hourly	14.341	16.934	18.811	17.319	18.054	18.822	19.625	20.457	21.018	21.439	22.512			
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.52	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,715.12	1,800.96			
	Annual	29,829	33,142	34,550	36,023	37,552	39,149	40,820	42,550	43,717	44,593	46,824			
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.516	22.984	24.113			
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,837.12	1,929.04			
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155			
11	Hourly	16.491	18.312	19.090	19.904	20.748	21.628	22.547	23.507	24.154	24.637	25.868			
	Bi-Weekly	1,319.28	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44			
	Annual	34,301	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805			
12	Hourly	17.649	19.607	20.446	21.316	22.222	23.164	24.150	25.176	25.868	26.384	27.705			
	Bi-Weekly	1,411.92	1,568.56	1,635.88	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40			
	Annual	36,709	40,782	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626			
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.259	29.670			
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60			
	Annual	39,320	43,690	45,545	47,478	49,498	51,602	53,792	56,080	57,624	58,778	61,713			
14	Hourly	20.296	22.552	23.511	24.509	25.551	26.636	27.767	28.948	29.743	30.338	31.856			
	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	2,379.44	2,427.04	2,548.48			
	Annual	42,215	48,908	48,902	50,978	53,146	55,400	57,765	60,211	61,865	63,103	66,260			
15	Hourly	21.850	24.278	25.308	26.383	27.504	28.673	29.893	31.162	32.021	32.662	34.293			
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.84	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,612.96	2,743.44			
	Annual	45,448	50,498	52,640	54,878	57,208	59,639	62,177	64,816	66,603	67,936	71,329			
16	Hourly	23.455	26.081	27.169	28.323	29.526	30.780	32.088	33.455	34.374	35.081	36.814			
	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	2,804.88	2,945.12			
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,586	71,497	72,826	76,573			
17	Hourly	25.171	27.967	29.159	30.394	31.687	33.033	34.438	35.901	36.889	37.627	39.507			
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,010.16	3,160.56			
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,264	82,174			
18	Hourly	26.963	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.305	42.322			
	Bi-Weekly	2,157.04	2,398.64	2,498.40	2,604.84	2,716.28	2,830.72	2,951.12	3,078.40	3,161.04	3,224.40	3,385.76			
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029			
19	Hourly	29.574	32.859	34.258	35.715	37.232	38.812	40.465	42.182	43.344	44.211	46.422			
	Bi-Weekly	2,365.92	2,628.72	2,740.84	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,536.88	3,713.76			
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,165	91,958	96,557			
20	Hourly	32.475	36.084	37.617	39.217	40.884	42.620	44.431	46.319	47.583	48.545	50.972			
	Bi-Weekly	2,598.00	2,888.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,883.60	4,077.76			
	Annual	67,548	75,054	78,243	81,571	85,038	88,849	92,418	96,343	98,993	100,973	106,021			
21	Hourly	35.890	39.655	41.340	43.097	44.929	46.837	48.827	50.904	52.305	53.348	56.016			
	Bi-Weekly	2,865.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,267.84	4,481.28			
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,580	105,880	108,794	110,983	116,513			
22	Hourly	39.165	43.517	45.367	47.294	49.303	51.400	53.582	55.861	57.395	58.543	61.473			
	Bi-Weekly	3,133.20	3,481.36	3,629.36	3,783.52	3,944.24	4,112.00	4,286.56	4,468.88	4,591.68	4,683.44	4,917.84			
	Annual	81,463	90,515	94,363	98,371	102,550	106,912	111,450	116,190	119,383	121,769	127,883			
23	Hourly	41.077	45.641	47.584	49.606	51.713	53.911	56.202	58.591	60.201	61.406	64.476			
	Bi-Weekly	3,286.16	3,651.28	3,808.72	3,968.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,912.48	5,158.08			
	Annual	86,440	94,933	98,974	103,180	107,583	112,134	116,900	121,869	125,218	127,724	134,110			

Effective September 1, 2019

		Rate & 10 Years Service									Year at 1st	Year at 2nd	Year at 3rd
		After 2 Years At 5th Step									Longevity Rate & 10 Years Service	Longevity Rate & 15 Years Service	Longevity Rate & 20 Years Service
Grade		Entry Rate	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	
9	Hourly	14.060	15.622	16.285	16.979	17.700	18.453	19.240	20.056	20.806	21.019	22.071	
	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	1,681.52	1,765.68	
	Annual	29,244	32,493	33,872	35,316	36,816	38,382	40,018	41,716	42,860	43,719	45,907	
10	Hourly	15.060	16.733	17.446	18.188	18.959	19.765	20.605	21.481	22.074	22.514	23.640	
	Bi-Weekly	1,204.80	1,338.64	1,395.68	1,455.04	1,516.72	1,581.20	1,648.40	1,718.48	1,766.92	1,801.12	1,891.20	
	Annual	31,324	34,804	36,287	37,831	39,434	41,111	42,858	44,680	45,913	46,829	49,171	
11	Hourly	16.168	17.953	18.716	19.514	20.341	21.204	22.105	23.046	23.680	24.154	25.361	
	Bi-Weekly	1,293.44	1,436.24	1,497.28	1,561.12	1,627.28	1,696.32	1,768.40	1,843.68	1,894.40	1,932.32	2,028.88	
	Annual	33,829	37,342	38,929	40,589	42,309	44,104	45,978	47,935	49,254	50,240	52,750	
12	Hourly	17.303	19.223	20.045	20.898	21.786	22.710	23.676	24.682	25.361	25.887	27.162	
	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	2,069.36	2,172.88	
	Annual	35,990	39,983	41,693	43,487	45,314	47,236	49,248	51,338	52,750	53,803	56,496	
13	Hourly	18.533	20.593	21.468	22.378	23.331	24.323	25.355	26.433	27.161	27.705	29.088	
	Bi-Weekly	1,482.64	1,647.44	1,717.44	1,790.24	1,866.48	1,945.84	2,028.40	2,114.64	2,172.88	2,216.40	2,327.04	
	Annual	38,548	42,833	44,653	46,546	48,528	50,591	52,738	54,980	56,494	57,626	60,503	
14	Hourly	19.898	22.110	23.050	24.026	25.050	26.113	27.223	28.380	29.160	29.743	31.231	
	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	2,379.44	2,498.48	
	Annual	41,387	45,988	47,944	49,978	52,104	54,316	56,623	59,030	60,652	61,865	64,980	
15	Hourly	21.422	23.802	24.812	25.866	26.965	28.111	29.307	30.551	31.393	32.022	33.621	
	Bi-Weekly	1,713.76	1,904.16	1,984.96	2,089.28	2,157.20	2,248.88	2,344.56	2,444.08	2,511.44	2,561.76	2,689.68	
	Annual	44,557	49,508	51,608	53,801	56,087	58,470	60,958	63,546	65,297	66,605	69,931	
16	Hourly	22.995	25.550	26.636	27.768	28.947	30.176	31.459	32.799	33.700	34.374	36.092	
	Bi-Weekly	1,839.60	2,044.00	2,130.88	2,221.44	2,315.76	2,414.08	2,516.72	2,623.92	2,689.60	2,749.92	2,887.36	
	Annual	47,829	53,144	55,402	57,757	60,209	62,768	65,434	68,221	70,096	71,497	75,071	
17	Hourly	24.677	27.419	28.587	29.798	31.086	32.385	33.783	35.197	36.166	36.889	38.732	
	Bi-Weekly	1,974.18	2,193.52	2,286.96	2,383.84	2,485.28	2,590.80	2,701.04	2,815.76	2,893.28	2,951.12	3,098.56	
	Annual	51,328	57,031	59,460	61,979	64,617	67,360	70,227	73,209	75,225	76,729	80,562	
18	Hourly	26.434	29.371	30.618	31.920	33.275	34.690	36.166	37.701	38.738	39.515	41.492	
	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	3,099.04	3,161.20	3,319.36	
	Annual	54,982	61,091	63,685	66,393	69,212	72,155	75,225	78,418	80,575	82,191	86,303	
19	Hourly	28.994	32.215	33.586	35.015	36.502	38.051	39.672	41.355	42.494	43.344	45.512	
	Bi-Weekly	2,319.52	2,577.20	2,686.88	2,801.20	2,920.16	3,044.08	3,173.76	3,308.40	3,399.52	3,467.52	3,640.96	
	Annual	60,307	67,007	69,858	72,831	75,824	79,146	82,517	86,018	88,387	90,155	94,664	
20	Hourly	31.838	35.376	36.879	38.448	40.082	41.784	43.560	45.411	46.680	47.593	49.973	
	Bi-Weekly	2,547.04	2,830.08	2,950.32	3,075.84	3,206.56	3,342.72	3,484.80	3,632.88	3,732.80	3,807.44	3,997.84	
	Annual	66,223	73,562	76,708	79,971	83,370	86,910	90,604	94,454	97,052	98,993	103,943	
21	Hourly	34.990	38.877	40.529	42.252	44.048	45.919	47.870	49.906	51.279	52.302	54.918	
	Bi-Weekly	2,799.20	3,110.16	3,242.32	3,380.16	3,523.84	3,673.52	3,829.60	3,992.48	4,102.32	4,164.16	4,393.44	
	Annual	72,779	80,864	84,300	87,884	91,619	95,511	99,569	103,804	106,660	108,768	114,229	
22	Hourly	38.397	42.664	44.477	46.367	48.336	50.392	52.531	54.766	56.271	57.395	60.268	
	Bi-Weekly	3,071.76	3,413.12	3,558.16	3,709.36	3,866.88	4,031.36	4,202.48	4,381.28	4,501.68	4,591.60	4,821.44	
	Annual	79,865	86,741	92,512	96,443	100,538	104,815	109,284	113,913	117,043	119,381	125,357	
23	Hourly	40.272	44.746	46.651	48.633	50.699	52.854	55.100	57.442	59.021	60.202	63.212	
	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	4,816.16	5,056.96	
	Annual	83,765	93,071	97,034	101,156	105,453	109,936	114,608	119,479	122,763	125,220	131,480	

Effective December 1, 2018

										Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
										After 2 Years At 5th Step		
Grade		Entry Rate	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
9	Hourly	13,784	15,316	15,966	16,646	17,353	18,091	18,863	19,663	20,202	20,607	21,636
	Bi-Weekly	1,102.72	1,225.28	1,277.28	1,331.68	1,388.24	1,447.28	1,509.04	1,573.04	1,616.16	1,648.56	1,731.04
	Annual	28,670	31,857	33,209	34,823	36,094	37,629	39,235	40,899	42,020	42,862	45,007
10	Hourly	14,765	16,405	17,104	17,831	18,587	19,377	20,201	21,060	21,841	22,073	23,176
	Bi-Weekly	1,181.20	1,312.40	1,368.32	1,426.48	1,486.98	1,550.16	1,618.08	1,684.80	1,731.28	1,765.84	1,854.08
	Annual	30,711	34,122	36,576	37,088	38,660	40,304	42,018	43,804	45,013	45,911	48,206
11	Hourly	15,851	17,601	18,349	19,131	19,942	20,768	21,672	22,594	23,216	23,680	24,864
	Bi-Weekly	1,288.08	1,408.08	1,467.92	1,530.48	1,595.36	1,663.04	1,733.76	1,807.52	1,857.28	1,894.40	1,989.12
	Annual	32,970	36,610	38,185	39,792	41,479	43,239	45,077	46,895	48,288	49,254	51,717
12	Hourly	16,964	18,849	19,652	20,488	21,359	22,265	23,212	24,198	24,864	25,360	26,628
	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	2,028.80	2,130.32
	Annual	36,286	39,205	40,876	42,615	44,426	46,311	48,280	50,331	51,717	52,748	55,388
13	Hourly	18,170	20,189	21,047	21,939	22,874	23,846	24,858	25,915	26,828	27,162	28,518
	Bi-Weekly	1,453.80	1,615.12	1,683.76	1,755.12	1,829.92	1,907.68	1,988.64	2,073.20	2,130.24	2,172.96	2,281.44
	Annual	37,793	41,993	43,777	45,633	47,577	49,599	51,704	53,803	55,386	56,496	59,317
14	Hourly	19,508	21,676	22,598	23,557	24,559	25,601	26,689	27,824	28,588	29,160	30,619
	Bi-Weekly	1,568.64	1,734.08	1,807.84	1,884.56	1,964.72	2,048.08	2,136.12	2,225.92	2,287.04	2,332.80	2,448.52
	Annual	40,576	45,086	47,003	48,998	51,082	53,250	55,513	57,873	59,463	60,852	63,687
15	Hourly	21,002	23,335	24,325	25,359	26,438	27,560	28,732	29,952	30,777	31,394	32,962
	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	2,511.52	2,636.96
	Annual	43,684	48,538	50,598	52,746	54,886	57,324	59,782	62,300	64,016	65,289	68,560
16	Hourly	22,544	25,049	26,114	27,224	28,379	29,584	30,842	32,158	33,039	33,700	35,384
	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	2,696.00	2,830.72
	Annual	48,891	52,101	54,317	56,825	59,028	61,634	64,181	66,864	68,721	70,096	73,598
17	Hourly	24,193	26,881	28,028	29,214	30,457	31,750	33,101	34,507	35,457	36,166	37,973
	Bi-Weekly	1,935.44	2,150.48	2,242.08	2,337.12	2,436.56	2,540.00	2,648.08	2,760.56	2,898.56	2,893.28	3,037.84
	Annual	50,321	55,912	58,294	60,765	63,350	66,040	68,850	71,774	73,750	75,225	78,983
18	Hourly	25,916	28,795	30,018	31,294	32,623	34,010	35,457	36,982	37,978	38,740	40,678
	Bi-Weekly	2,073.28	2,303.80	2,401.44	2,503.52	2,609.84	2,720.80	2,836.56	2,956.96	3,038.24	3,099.20	3,254.24
	Annual	53,905	59,893	62,437	65,091	67,855	70,740	73,750	76,880	78,994	80,579	84,610
19	Hourly	28,425	31,583	32,927	34,328	35,786	37,305	38,894	40,544	41,661	42,494	44,620
	Bi-Weekly	2,274.00	2,526.64	2,634.16	2,746.24	2,862.88	2,984.40	3,111.52	3,243.52	3,332.88	3,399.52	3,589.60
	Annual	59,124	65,892	68,488	71,402	74,434	77,594	80,999	84,331	86,654	88,387	92,809
20	Hourly	31,214	34,882	36,156	37,694	39,296	40,965	42,706	44,521	45,745	46,660	48,993
	Bi-Weekly	2,497.12	2,774.58	2,892.48	3,016.52	3,143.68	3,277.20	3,416.48	3,561.68	3,669.60	3,732.80	3,919.44
	Annual	64,925	72,138	75,204	78,403	81,735	85,207	88,828	92,603	95,149	97,052	101,905
21	Hourly	34,304	38,115	39,734	41,424	43,184	45,019	46,931	48,927	50,274	51,276	53,841
	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	4,102.08	4,307.28
	Annual	71,352	79,279	82,646	86,161	89,822	93,639	97,618	101,788	104,569	106,654	111,989
22	Hourly	37,644	41,827	43,805	45,468	47,388	49,404	51,501	53,692	55,168	56,270	59,086
	Bi-Weekly	3,011.52	3,346.16	3,488.40	3,636.84	3,791.04	3,952.32	4,120.08	4,295.36	4,413.44	4,501.60	4,726.88
	Annual	78,289	87,000	90,698	94,562	98,567	102,760	107,122	111,679	114,749	117,041	122,898
23	Hourly	39,482	43,869	45,736	47,679	49,705	51,818	54,020	56,316	57,864	59,022	61,973
	Bi-Weekly	3,158.66	3,509.52	3,658.88	3,814.32	3,976.40	4,145.44	4,321.80	4,506.28	4,629.12	4,721.76	4,957.84
	Annual	82,122	91,247	95,130	99,172	103,386	107,781	112,361	117,137	120,357	122,785	128,903

COLLECTIVE BARGAINING AGREEMENT

Between

**COOK COUNTY PHARMACY ASSOCIATION, CHICAGO JOINT BOARD,
RETAIL, WHOLESALE & DEPARTMENT STORE UNION**

LOCAL 200

**HEALTH AND HOSPITAL SYSTEM
ADMINISTRATIVE ASSISTANTS V**

And

COUNTY OF COOK

**APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS**

OCT 07 2015

COM. _____

November 1, 2012 through November 30, 2017

EFFECTIVE JUNE 1, 2017

SCHEDULE I
BUREAU OF HUMAN RESOURCES
LOCAL 200 - HEALTH AND HOSPITAL SYSTEMS

GD		ENTRY RATE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC 7TH STEP	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC 8TH STEP	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC 9TH STEP
16	Hourly	25.049	26.114	27.224	28.379	29.584	30.842	32.156	33.039	33.700	35.384
	Bi-Weekly	2,003.92	2,089.12	2,177.92	2,270.32	2,386.72	2,487.36	2,572.48	2,643.12	2,696.00	2,830.72
	Annual	52,102	54,317	58,626	59,028	61,535	64,151	66,884	68,721	70,096	73,599
18	Hourly	28.795	30.018	31.294	32.623	34.010	35.457	36.962	37.978	38.740	40.878
	Bi-Weekly	2,303.80	2,401.44	2,503.52	2,609.84	2,720.80	2,836.56	2,956.96	3,038.24	3,099.20	3,254.24
	Annual	59,894	62,437	65,082	67,858	70,741	73,751	76,881	78,994	80,579	84,610
19	Hourly	31.583	32.927	34.328	35.786	37.305	38.894	40.544	41.861	42.494	44.620
	Bi-Weekly	2,526.64	2,634.16	2,746.24	2,862.88	2,984.40	3,111.52	3,243.52	3,332.88	3,399.52	3,569.60
	Annual	65,693	68,488	71,402	74,435	77,594	80,900	84,332	86,655	88,388	92,810
20	Hourly	34.682	36.156	37.694	39.296	40.965	42.706	44.521	45.745	46.860	48.993
	Bi-Weekly	2,774.56	2,892.48	3,015.52	3,143.68	3,277.20	3,416.48	3,561.68	3,659.60	3,732.80	3,919.44
	Annual	72,139	75,204	78,404	81,736	85,207	88,828	92,604	95,150	97,053	101,905
21	Hourly	38.115	39.734	41.424	43.184	45.019	46.931	48.927	50.274	51.276	53.841
	Bi-Weekly	3,049.20	3,178.72	3,313.92	3,454.72	3,601.52	3,754.48	3,914.16	4,021.92	4,102.08	4,307.28
	Annual	79,279	82,647	86,162	89,823	93,640	97,616	101,768	104,670	106,654	111,989

EFFECTIVE DECEMBER 1, 2016

SCHEDULE I
BUREAU OF HUMAN RESOURCES
LOCAL 200 - HEALTH AND HOSPITAL SYSTEMS

GD		ENTRY RATE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	AFTER 2 YEARS AT 6TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC 7TH STEP	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC 8TH STEP	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC 9TH STEP
16	Hourly	24.558	25.602	26.690	27.823	29.004	30.237	31.526		32.391	33.039	34.690
	Bi-Weekly	1,964.84	2,048.16	2,135.20	2,225.84	2,320.32	2,418.96	2,522.00		2,591.28	2,643.12	2,775.20
	Annual	51,081	53,252	55,515	57,872	60,328	62,893	65,572		67,373	68,721	72,155
18	Hourly	28.230	29.429	30.680	31.983	33.343	34.762	36.237		37.233	37.980	39.880
	Bi-Weekly	2,258.40	2,354.32	2,454.40	2,558.64	2,667.44	2,780.96	2,898.96		2,978.64	3,038.40	3,190.40
	Annual	58,718	61,212	63,814	66,525	69,353	72,305	75,373		77,445	78,998	82,950
19	Hourly	30.964	32.281	33.655	35.084	36.574	38.131	39.749		40.844	41.661	43.745
	Bi-Weekly	2,477.12	2,582.48	2,692.40	2,806.72	2,925.92	3,050.48	3,179.92		3,267.52	3,332.88	3,499.60
	Annual	64,405	67,144	70,002	72,975	76,074	79,312	82,678		84,956	86,655	90,990
20	Hourly	34.002	35.447	36.955	38.525	40.162	41.869	43.648		44.848	45.745	48.032
	Bi-Weekly	2,720.16	2,835.76	2,956.40	3,082.00	3,212.96	3,349.52	3,491.84		3,587.84	3,659.60	3,842.56
	Annual	70,724	73,730	76,868	80,132	83,537	87,088	90,788		93,284	95,150	99,907
21	Hourly	37.368	38.955	40.612	42.337	44.138	46.011	47.968		49.288	50.271	52.785
	Bi-Weekly	2,989.44	3,116.40	3,248.96	3,386.96	3,530.88	3,680.88	3,837.44		3,943.04	4,021.68	4,222.80
	Annual	77,725	81,026	84,473	88,081	91,803	95,703	99,773		102,519	104,564	109,793

EFFECTIVE JUNE 1, 2015

SCHEDULE I
BUREAU OF HUMAN RESOURCES
LOCAL 200 - HEALTH AND HOSPITAL SYSTEMS

GD		ENTRY RATE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	AFTER 2 YEARS AT 6TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC 7TH STEP	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC 8TH STEP	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC 9TH STEP
16	Hourly	23.547	24.548	25.591	26.677	27.810	28.992	30.226		31.057	31.678	33.262
	Bi-Weekly	1,883.76	1,963.84	2,047.28	2,134.16	2,224.80	2,319.36	2,418.08		2,484.56	2,534.24	2,660.96
	Annual	48,978	51,060	53,229	55,488	57,845	60,303	62,870		64,699	65,890	69,185
18	Hourly	27.088	28.217	29.417	30.686	31.970	33.330	34.745		35.700	36.416	38.237
	Bi-Weekly	2,165.44	2,257.36	2,353.36	2,453.28	2,557.60	2,666.40	2,779.60		2,856.00	2,913.28	3,068.96
	Annual	66,301	68,691	71,187	73,785	76,498	79,326	82,270		84,256	86,745	89,533
19	Hourly	29.689	30.952	32.269	33.639	35.068	36.561	38.112		39.162	39.945	41.943
	Bi-Weekly	2,375.12	2,476.16	2,581.52	2,691.12	2,805.44	2,924.88	3,048.96		3,132.96	3,195.60	3,355.44
	Annual	61,753	64,380	67,120	69,969	72,941	76,047	79,273		81,457	83,086	87,241
20	Hourly	32.602	33.987	35.433	36.938	38.508	40.145	41.851		43.001	43.861	46.054
	Bi-Weekly	2,608.16	2,718.96	2,834.64	2,955.04	3,080.64	3,211.60	3,348.08		3,440.08	3,508.88	3,684.32
	Annual	67,812	70,893	73,701	76,831	80,097	83,502	87,050		89,442	91,231	95,792
21	Hourly	35.829	37.361	38.939	40.593	42.319	44.117	45.992		47.258	48.201	50.611
	Bi-Weekly	2,866.32	2,988.08	3,115.12	3,247.44	3,385.52	3,529.36	3,679.36		3,780.64	3,856.08	4,048.88
	Annual	74,524	77,690	80,993	84,433	88,024	91,763	95,663		98,297	100,258	105,271

EFFECTIVE DECEMBER 1, 2016

SCHEDULE I
BUREAU OF HUMAN RESOURCES
LOCAL 200 - HEALTH AND HOSPITAL SYSTEMS

		AFTER 2 YEARS AT 6TH STEP							AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC 7TH STEP	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC 8TH STEP	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC 9TH STEP
GD		ENTRY RATE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP	9TH STEP
16	Hourly	24.018	25.039	26.103	27.211	28.366	29.572	30.831	31.678	32.312	33.927
	Bi-Weekly	1,821.44	2,003.12	2,088.24	2,176.88	2,289.28	2,365.76	2,486.48	2,534.24	2,584.96	2,714.16
	Annual	49,957	52,081	54,294	56,599	59,001	61,510	64,128	65,890	67,209	70,568
18	Hourly	27.809	28.781	30.005	31.279	32.609	33.997	35.440	36.414	37.144	39.002
	Bi-Weekly	2,208.72	2,302.48	2,400.40	2,502.32	2,608.72	2,719.76	2,836.20	2,913.12	2,971.52	3,120.16
	Annual	57,427	59,864	62,410	65,060	67,827	70,714	73,715	75,741	77,260	81,124
19	Hourly	30.283	31.571	32.914	34.312	35.769	37.292	38.874	39.845	40.744	42.782
	Bi-Weekly	2,422.64	2,525.68	2,633.12	2,744.96	2,861.52	2,983.36	3,109.82	3,195.60	3,259.52	3,422.56
	Annual	62,989	65,668	68,461	71,369	74,400	77,567	80,858	83,086	84,748	88,987
20	Hourly	33.254	34.667	36.142	37.677	39.278	40.948	42.688	43.861	44.738	46.976
	Bi-Weekly	2,660.32	2,773.36	2,891.36	3,014.16	3,142.24	3,275.84	3,415.04	3,508.88	3,579.04	3,758.00
	Annual	69,168	72,107	75,175	78,368	81,698	85,172	88,791	91,231	93,055	97,708
21	Hourly	36.546	38.098	39.718	41.405	43.165	44.999	46.912	48.203	49.185	51.628
	Bi-Weekly	2,923.68	3,047.84	3,177.44	3,312.40	3,453.20	3,599.92	3,752.96	3,856.24	3,933.20	4,129.84
	Annual	76,016	79,244	82,613	86,122	89,783	93,698	97,577	100,262	102,263	107,376

EFFECTIVE JUNE 1, 2014

SCHEDULE I
BUREAU OF HUMAN RESOURCES
LOCAL 200 - HEALTH AND HOSPITAL SYSTEMS

GD		ENTRY RATE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC 7TH STEP	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC 8TH STEP	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC 9TH STEP
16	Hourly	23.085	24.087	25.089	26.154	27.285	28.424	29.633		30.448	31.057	32.610
	Bi-Weekly	1,846.80	1,925.36	2,007.12	2,092.32	2,181.20	2,273.92	2,370.84		2,435.84	2,484.66	2,608.80
	Annual	48,017	50,059	52,185	54,400	56,711	59,122	61,637		63,332	64,699	67,829
18	Hourly	26.537	27.664	28.840	30.065	31.343	32.676	34.064		35.000	35.702	37.487
	Bi-Weekly	2,122.96	2,213.12	2,307.20	2,405.20	2,507.44	2,614.08	2,725.12		2,800.00	2,858.16	2,998.96
	Annual	55,197	57,541	59,987	62,535	65,193	67,966	70,853		72,800	74,280	77,973
19	Hourly	29.107	30.346	31.636	32.979	34.380	35.844	37.365		38.394	39.162	41.121
	Bi-Weekly	2,328.56	2,427.60	2,530.88	2,638.32	2,750.40	2,867.52	2,989.20		3,071.52	3,132.96	3,289.68
	Annual	60,543	63,118	65,803	68,598	71,510	74,566	77,719		79,860	81,457	85,532
20	Hourly	31.963	33.321	34.738	36.214	37.753	39.358	41.030		42.158	43.001	45.151
	Bi-Weekly	2,557.04	2,665.68	2,779.04	2,897.12	3,020.24	3,148.64	3,282.40		3,372.64	3,440.08	3,612.08
	Annual	66,483	69,308	72,255	75,325	78,526	81,865	85,342		87,689	89,442	93,914
21	Hourly	35.126	36.619	38.175	39.797	41.489	43.252	45.090		46.331	47.256	49.619
	Bi-Weekly	2,810.08	2,929.52	3,054.00	3,183.76	3,319.12	3,460.16	3,607.20		3,706.48	3,780.48	3,969.62
	Annual	73,062	76,168	79,404	82,778	86,297	89,964	93,787		96,368	98,292	103,208

EFFECTIVE JUNE 1, 2013

SCHEDULE I
BUREAU OF HUMAN RESOURCES
LOCAL 200 - HEALTH AND HOSPITAL SYSTEMS

GD		ENTRY RATE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 6TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC 7TH STEP	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC 8TH STEP	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC 9TH STEP
16	Hourly	22.744	23.711	24.718	25.767	26.862	28.004	29.195	29.998	30.598	32.128
	Bi-Weekly	1,819.52	1,896.88	1,977.44	2,081.36	2,148.96	2,240.32	2,335.60	2,399.84	2,447.84	2,570.24
	Annual	47,308	49,319	51,413	53,595	55,873	58,248	60,726	62,396	63,644	66,826
18	Hourly	26.145	27.255	28.414	29.621	30.880	32.193	33.561	34.483	35.174	36.933
	Bi-Weekly	2,091.60	2,180.40	2,273.12	2,369.68	2,470.40	2,575.44	2,684.88	2,758.64	2,813.92	2,954.64
	Annual	54,382	56,690	59,101	61,612	64,230	66,961	69,807	71,725	73,162	76,821
19	Hourly	28.677	29.897	31.168	32.492	33.872	35.314	36.813	37.827	38.583	40.513
	Bi-Weekly	2,294.16	2,391.76	2,493.44	2,599.36	2,709.76	2,825.12	2,945.04	3,026.16	3,086.64	3,241.04
	Annual	59,648	62,186	64,829	67,583	70,454	73,453	76,571	78,680	80,253	84,267
20	Hourly	31.491	32.829	34.225	35.679	37.195	38.776	40.424	41.535	42.366	44.484
	Bi-Weekly	2,519.28	2,626.32	2,738.00	2,854.32	2,975.60	3,102.08	3,233.92	3,322.80	3,389.28	3,558.72
	Annual	65,501	68,284	71,188	74,212	77,366	80,654	84,082	86,393	88,121	92,527
21	Hourly	34.607	36.078	37.611	39.209	40.876	42.613	44.424	45.646	46.558	48.886
	Bi-Weekly	2,768.56	2,886.24	3,008.88	3,136.72	3,270.08	3,409.04	3,553.92	3,651.66	3,724.64	3,910.88
	Annual	71,983	75,042	78,231	81,555	85,022	88,636	92,402	94,944	96,841	101,683

COLLECTIVE BARGAINING AGREEMENT

Between

**COOK COUNTY PHARMACY ASSOCIATION, CHICAGO JOINT BOARD, RETAIL,
WHOLESALE & DEPARTMENT STORE UNION, AFL-CIO-CLC
LOCAL 200
(PHARMACISTS AND PHARMACY TECHNICIANS)**

And

COUNTY OF COOK

December 1, 2017 through November 30, 2020

Effective upon Approval by the Cook County Board of Commissioners

**SCHEDULE XII
BUREAU OF HUMAN REOURCES
PHARMACISTS - LOCAL 200**

1st STEP

RX1	Hourly	62.165
12/1/2018	Bi-Weekly	4,973.20
	Annual	129,303.20
RX1	Hourly	63.408
9/1/2019	Bi-Weekly	5,072.64
	Annual	131,888.64
RX1	Hourly	64.676
9/1/2020	Bi-Weekly	5,174.08
	Annual	134,526.08

**SCHEDULE XII
BUREAU OF HUMAN REOURCES
PHARMACISTS - LOCAL 200**

1st STEP

RX2	Hourly	62.646
12/1/2018	Bi-Weekly	5,011.68
	Annual	130,303.20
RX2	Hourly	63.899
9/1/2019	Bi-Weekly	5,111.92
	Annual	132,909.92
RX2	Hourly	65.177
9/1/2020	Bi-Weekly	5,214.16
	Annual	135,568.13

SCHEDULE AII
BUREAU OF HUMAN RESOURCES
POST GRAD PHARMACISTS RESIDENT
LOCAL 200

**1ST
STEP**

RXG	Hourly	21.809
12/1/2018	Bi-Weekly	1,744.72
	Annual	45,363
RXG	Hourly	22.245
9/1/2019	Bi-Weekly	1,779.60
	Annual	46,269
RXG	Hourly	22.69
9/1/2020	Bi-Weekly	1,815.20
	Annual	47,195

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200**

<u>Grade</u>		<u>Entry Rate</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>
10	Hourly	15.361	17.088	17.795	18.552	19.338	20.160	21.017	21.911	22.515	23.081	24.233
	Bi-Weekly	1,228.88	1,385.44	1,423.60	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	31,850	35,501	37,013	38,688	40,223	41,832	43,715	45,574	46,831	48,008	50,404
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.400	29.819
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	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	45,645	47,478	49,499	51,602	53,782	56,080	57,824	59,072	62,023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200**

<u>Grade</u>		<u>Entry Rate</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>
10	Hourly	15.060	16.733	17.446	18.188	18.959	19.785	20.605	21.481	22.074	22.628	23.758
	Bi-Weekly	1,204.80	1,338.64	1,395.68	1,455.04	1,516.72	1,581.20	1,648.40	1,718.48	1,785.92	1,810.24	1,900.64
	Annual	31,324	34,804	36,287	37,831	39,434	41,111	42,858	44,680	45,913	47,066	49,416
13	Hourly	18.593	20.593	21.468	22.378	23.331	24.323	25.355	26.433	27.161	27.843	29.294
	Bi-Weekly	1,482.64	1,647.44	1,717.44	1,790.24	1,866.48	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	46,546	48,528	50,591	52,738	54,980	56,494	57,913	60,806

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200**

<u>Grade</u>		<u>Entry Rate</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>
10.	Hourly	14.765	18.405	17.104	17.831	18.587	19.377	20.201	21.080	21.841	22.184	23.282
	Bi-Weekly	1,181.20	1,312.40	1,388.32	1,428.48	1,486.96	1,550.16	1,616.08	1,684.80	1,731.28	1,774.72	1,863.38
	Annual	30,711	34,122	35,576	37,088	38,680	40,304	42,018	43,804	45,013	46,142	48,447
13	Hourly	18.170	20.189	21.047	21.939	22.874	23.846	24.858	25.915	26.828	27.297	28.661
	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	2,292.88
	Annual	37,793	41,993	43,777	45,633	47,577	49,599	51,704	53,903	55,386	56,777	59,814