

R E S O L U T I O N

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

SECTION 1. The Regulations Governing the Administration of the Classification Plan and Employee Benefits for Classified Positions set forth in the Annual Appropriation Ordinance ("the Salary Regulations") are hereby amended by inserting the underscored text, as follows:

REGULATIONS GOVERNING THE ADMINISTRATION OF THE CLASSIFICATION PLAN AND EMPLOYEE BENEFITS FOR CLASSIFIED POSITIONS SET FORTH IN THE ANNUAL APPROPRIATION ORDINANCE.

(Omitted text is unaffected by this resolution)

B. Adoption And Definition Of The Compensation Plan.

(1) Adoption Of The Compensation Plan.

(Omitted text is unaffected by this resolution)

(b) The Commissioner of Human Resources will maintain complete class specifications including minimum education and/or experience requirements for all positions in the Technical Service Salary Plan. Before an employee may be appointed to a position in the Technical Service Salary Plan, ~~he~~ the employee must be recommended by the appointing authority and ~~his~~ the employee's education and/or experience must be approved by the Commissioner of Human Resources as meeting the minimum requirements of the class specification.

(Omitted text is unaffected by this resolution)

(8) Health and Welfare Coverage.

(Omitted text is unaffected by this resolution)

In providing for single, employee plus one dependent, or family health and welfare coverage as set forth in the Annual Appropriation Ordinance under codes .0029, .0042, .0043, and .0056, each company and Health Maintenance Organization (HMO) that provides health and welfare coverage shall be approved by a majority of the Budget Director, City Comptroller, Benefits Manager, Commissioner of Human Resources and Chairmen of the Committee on Finance and the Committee on Workforce Development and Audit. Plan provisions and rates shall all be approved by the Mayor or ~~his designee~~ the City Comptroller on the recommendation of a majority of the Budget Director, Benefits Manager, Commissioner of Human Resources and Chairmen of the Committee on Finance and the Committee on Workforce Development and Audit. The Mayor or ~~his designee~~ the City Comptroller is authorized to enter into and execute such agreements, amendments and documents, subject to review as to form and legality by the Corporation Counsel, as are required or necessary to implement the health and welfare coverage,

which agreements, amendments and documents shall be kept on file with the Budget Director and the City Comptroller. Such agreements, and those agreements provided in Paragraphs (10) and (12) of this Section B, may include authorization for the third-party administrator to initiate, pursue and resolve claims for financial recovery on the City's behalf and for the City's benefit. The City Comptroller, in that officer's sole discretion, is authorized to include in the agreements provided for in this Subsection (8), or any amendments thereto, coverage for medications for individuals receiving medical care from the Department of Public Health.

Notwithstanding the preceding paragraph, in the case of insured health and welfare coverage, including a fully insured HMO, the City Comptroller or his the City Comptroller's designee is authorized to enter into and execute such applications for any related insurance policies or contracts provided that such policies and contracts have been filed with and approved by the appropriate state department of insurance or other regulatory authority with jurisdiction over such matters, as and to the extent such filing and approval are required by applicable law or regulation.

(Omitted text is unaffected by this resolution)

(9) Term Life Insurance Coverage.

(Omitted text is unaffected by this resolution)

Each eligible employee will be provided with the option to purchase additional group term life insurance up to six times the amount of ~~his or her~~ the employee's annual salary, not to exceed one million dollars, under the terms set forth in the policy. Through the first 31 days of employment the additional insurance will be available on the first of the month following receipt and approval of the enrollment form. After the first 31 days of employment, such insurance will be available only with evidence of insurability satisfactory to the insurance company.

(Omitted text is unaffected by this resolution)

(14) Non-Represented Senior Manager Employees.

An employee in a position assigned by the Department of Human Resources to the SALARY SCHEDULE for NON-REPRESENTED SENIOR MANAGEMENT EMPLOYEES set forth in Schedule X shall be placed on Step 1 of the relevant grade, unless the appointing authority recommends that the employee be placed on a higher step based on their education or experience related to the position and the recommendation is approved by both the Commissioner of Human Resources and the Budget Director.

(15) Interns.

An "intern" means a student, or an individual who has been a student within the last four months, of any institution of secondary or higher education, or enrolled on a full or part-time basis in a course or program of academic, business, or vocational instruction: (i) who is employed as an entry-level employee; (ii) who works fewer than 700 hours annually;

and (iii) whose work is geared towards academic studies or provides vocational experience.

Interns are excluded from accumulating continuity of service for time worked. Interns are additionally excluded from accruing vacation leave during their tenure in such position.

C. Application And Interpretation Of The Employee Benefit And Compensation Plan.

(Omitted text is unaffected by this resolution)

(5) Starting Rate On Appointment To A Position Of A Lower Class Grade.

In the event that an employee is appointed to a position of a lower class grade than that of his the employee's former position; such employee shall be paid at the same step in the lower class grade as he had been paid in the higher class grade, provided that when an employee receives a career service promotion which is of a lower class grade than the position in which he is employed, the salary of said employee in the new position shall be based upon the length of service in the position from which he is being promoted plus the length of service in the higher class grade position.

(Omitted text is unaffected by this resolution)

(8) Accumulation Of Service In One Class Of Positions.

Whenever an employee accepts work of the same or of a higher level under a different class of positions and later returns to his the employee's former same or lower position, his the employee's term of employment under such different class of positions shall apply on and be added to his the employee's term of service in the same or lower level class upon his the employee's return to same, for the purpose of determining the appropriate rate of pay within the range appropriate for the class; provided his the employee's employment in the City service has been continuous as herein before defined.

(Omitted text is unaffected by this resolution)

F. Automobile Allowance.

Employees shall be reimbursed for the use of personally owned automobiles in the conduct of City business according to the provisions of the Annual Appropriation Ordinance.

An employee who is authorized and receives compensation for the use of his the employee's personally owned automobile in the conduct of City business shall provide proof of insurance coverage in the manner required by the Department of Finance.

In determining actual mileage for which compensation will be paid, the mileage from the employee's place of assignment or home to his the employee's first work stop, whichever is shorter for the conduct of City business, and on return from his the employee's last stop,

the mileage to ~~his~~ the employee's place of assignment or home, whichever is shorter shall be included in ~~his~~ the employee's daily mileage report for automobile mileage compensation. The daily mileage report shall be on the form prescribed by the Budget Director and shall be kept on file by the department head subject to audit by the Budget Director and the Chairmen of the Committees on the Budget and Government Operations and Finance and Workforce Development and Audit of the City Council.

G. Holidays, Vacations And Sick Leave For Positions In The Classified Service.

(1) Designation Of Holidays.

(a) The following days are hereby ~~declared~~ designated paid holidays for all salaried City officers and employees in the City departments and offices subject to the control of the Mayor and City Council:

1. New Year's Day
2. Dr. Martin Luther King, Jr.'s Birthday
3. Lincoln's Birthday
4. Washington's Birthday
5. Pulaski Day
6. Memorial Day
7. Juneteenth
8. Independence Day
9. Labor Day
10. Columbus Day
11. Veterans Day
12. Thanksgiving Day
13. Christmas Day

(b) The following days are hereby ~~declared~~ designated paid holidays for prevailing rate employees subject to the control of the Mayor and the City Council:

1. New Year's Day
2. Dr. Martin Luther King, Jr.'s Birthday
3. Pulaski Day
4. Memorial Day
5. Juneteenth
6. Independence Day
7. Labor Day
8. Columbus Day
9. Veterans Day
10. Thanksgiving Day
11. Christmas Day

(c) When any designated holiday falls on a Saturday, the previous working day

(Friday) shall be considered a holiday and when a designated holiday falls on Sunday, the following working day shall be considered a holiday except when these days are regular working days such as Saturday or Sunday shall be the holiday.

(d) Any paid holiday in the pay period shall be counted as a regular working day. Except as provided in Subsections (11) and (12), if an employee is absent without pay on for any portion of the workday on the last working day preceding or the first working day following such holiday, the holiday shall be considered as an additional day absent without pay.

(e) In addition to the foregoing paid holidays, each officer and employee in the City departments and offices subject to the control of the Mayor and City Council actively employed in an active employment status on January 1 of each year shall receive one (1) paid personal day, ~~which must be used during that year.~~

Beginning December 1, 2026, employees may elect to carry over their personal day to the following calendar year. Such carryover shall not exceed five (5) personal days.

Severance of employment prior to the use of all or any part of accumulated personal days terminates all rights for compensation.

(2) Vacation Leave.

Except as otherwise provided in a collective bargaining agreement, this Section G(2) shall govern vacation leave for all employees:

(a) On and after January 1, 2013, all employees shall be eligible for vacation leave computed on the basis described in this paragraph (a) as of January 1st of each year during the year in which they were employed. Such vacation leave will be computed on the basis of time earned during the current calendar year. Vacation leave earned will be determined by dividing the number of months worked in the current calendar year by twelve and then multiplying by the number of yearly vacation days based on service. Any fraction will be rounded off to the nearest whole number of days.

Vacation days leave may be advanced to an employee subject to department head approval as permitted in the Personnel Rules, up to the full amount the employee would normally accrue within the current calendar year. If the employee leaves City service prior to the date on which the employee would have accrued all vacation leave that was previously forwarded to them, the employee will be required to reimburse the City for all unaccrued vacation leave used.

Each full-time salaried employee or full-time hourly rate employee with less than six years of service will be granted two calendar weeks and three days (13 working days) vacation leave in each calendar year.

Each full-time salaried employee or full-time hourly rate employee who has served the City for six years or more prior to July 1st shall be granted a vacation of three calendar weeks and three days (18 working days) in each calendar year.

Each full-time salaried employee or full-time hourly rate employee who has served the City for fourteen years or more prior to July 1st shall be granted a vacation of four calendar weeks and three days (23 working days) in each calendar year.

Each full-time salaried or full-time hourly rate employee who has served the City for twenty-four years or more prior to July 1st shall be granted a vacation of four calendar weeks and four days (24 working days) in each calendar year.

Each full-time salaried or full-time hourly rate employee who has served the City for twenty-five years or more prior to July 1st shall be granted a vacation of five calendar weeks (25 working days) in each calendar year.

(Omitted text is unaffected by this resolution)

Part-time employees will be granted one (1) hour of vacation leave for every thirty-five (35) hours worked, up to a maximum of forty (40) hours of vacation leave per calendar year who have worked at least 50% of full-time in the prior calendar month shall be granted vacation leave on a prorated basis. Any seasonal employees working less than one hundred and twenty (120) calendar days in any year will not be eligible for vacation leave. Interns will not be eligible for vacation leave.

(b) No employee while on an unpaid leave of absence or in a leave without pay status may earn vacation credit except where such leave was adjudged eligible for duty disability or military leave. Vacation leave will be reduced in proportion to the length of leave (excluding leave of absence for duty disability or military leave) during the current calendar year. Any calendar month in which the employee was in a paid status for at least 50% of work time in that month shall be credited for purposes of computing vacation leave on the basis described in paragraph (a).

(c) Up to five days of vacation leave may be carried over from the calendar year in which such vacation was due to the next calendar year for employees with less than 10 years of service. Starting with the vacation carryover process from 2023 to 2024, seven days' vacation leave may be carried over from the calendar year in which such vacation was due to the next calendar year for employees with 10 years of service or more. Carryover vacation leave is to be on file subject to audit by the Budget Director and/or the Commissioner of Human Resources, or their designees.

(d) In the event an employee has not taken his or her accrued vacation as

provided for herein by reason of separation from City service, ~~he or she~~ the employee, or in event of death the widow or widower or estate, shall be entitled to receive ~~his or her~~ the employee's prevailing salary for any such earned, unused vacation. Vacation earned and accrued pursuant to Section G(2)(a) and Section G(2)(b) for service in the current year and any unused vacation leave carried over pursuant to Section (G)(2)(c) shall be paid on a supplemental payroll as soon as is practicable following the last day worked. ~~The designated payrolls shall be verified by the Commissioner of Human Resources, the Budget Director and be approved by the City Comptroller.~~

~~Seasonal employment of less than 120 calendar days in any year shall not be credited for vacation.~~

(Omitted text is unaffected by this resolution)

(3) Sick Leave.

Each full-time salaried employee in a classified position under the jurisdiction of the Commissioner of Human Resources may be allotted sick leave with pay, as provided below, on account of sickness or related cause of absence which may be considered by the department head a sufficient and legitimate excuse for the employee's failure to be present and in attendance upon ~~his or her~~ the employee's duties. The reason for the absence and the good faith of the employee in making the application for such leave shall be shown to the department head by such reasonable evidence as may be required by the Commissioner of Human Resources. Such employees shall be credited with one (1) day of paid sick leave on the first day of each month.

Employees on approved leave under the Family and Medical Leave Act (FMLA), either for their own condition or that of an FMLA-covered family member, may request and shall be granted an advance of up to the full amount of sick leave they would normally accrue for the remainder of that calendar year to be used concurrent to such approved leave under FMLA. If an employee leaves City service prior to the date on which they would have accrued all sick leave that was previously forwarded to them, the employee shall be required to reimburse the City for all unaccrued sick leave used. In the event an employee, or a member of employee's immediate family, experiences a serious health condition within the meaning of the Family and Medical Leave Act, upon request of the employee, the City will advance to said employee up to the full amount of sick time the employee would normally be credited with for the remainder of that calendar year. Should the employee's, or his/her immediate family member's serious health condition require the employee to be absent into the next calendar year, upon request of the employee, the City will advance to said employee up to the full amount of sick time the employee would normally be credited with for the remainder of that calendar year. The City shall require an employee to provide documentation that a serious illness, which would qualify for family and medical leave under the FMLA, exists.

(4) Accumulation Of Sick Leave Credit.

Sick leave credit earned by a full-time salaried employee in the City service subsequent to January 1, 1959, shall accrue to a maximum of two hundred (200) workdays at the rate of 12 days per year less days of sick leave used. Sick leave records shall be maintained by each department head subject to examination and audit by the City Comptroller, the Commissioner of Human Resources, the Budget Director, and the Chairmen of the Committees on the Budget and Government Operations and Finance and Workforce Development and Audit of the City Council.

Each part-time employee, intern, and seasonal employee shall be granted one (1) hour of paid sick leave for every thirty-five (35) hours worked, up to a maximum of forty (40) hours of sick leave per calendar year. Part-time employees may carry over up to eighty (80) hours of paid sick leave from the current calendar year to the next calendar year.

Severance of employment prior to the use of all or any part of such sick leave terminates all rights for compensation. Sick leave accrued while working for another public agency shall not be transferable.

(5) Extended Sick Leave.

~~While vacation leave is non-medical by nature, vacation~~ Vacation and sick leave may be combined in the event of ~~an employee's long-continued sickness~~ extended absence for qualifying sick leave reasons. Employees using vacation leave for qualifying sick leave reasons shall be required to comply with the sick leave provisions outlined in the Personnel Rules, absent another governing City policy. ~~In the unusual case of an employee whose continued sickness extends beyond the amount of vacation and sick leave earned and accumulated by the employee, the department head may request approval for the extended sick leave with pay, of the Chairmen of the Committee on Finance and the Committee on Workforce Development and Audit. Such request shall be submitted in the manner designated by said Chairmen.~~

~~Extended sick leave shall be granted on the basis of calendar days and shall be construed for payroll purposes.~~

(6) ~~Working Group~~

~~The Chairman of the Committee on Finance and the Mayor, each personally or through a designee, and two designees selected by the Chairman and three designees selected by the Mayor (for a total of seven people) shall convene as a working group from time to time to consider and resolve questions pertaining to workers' compensation and return to work for the City of Chicago.~~

(7)(6) Authorized Leaves Of Absence.

(Omitted text is unaffected by this resolution)

~~(8)~~(7) Unauthorized Absence.

(Omitted text is unaffected by this resolution)

~~(9)~~(8) Jury Duty.

Each salaried or hourly rate employee who is required to serve on a jury duty, or who is subject to a proper subpoena ~~(except if the employee is a party to a non-work related litigation)~~ as part of the employee's job duties in a matter that directly impacts the City, shall receive full pay, based on the regular work week, ~~for such time on during the period of required jury duty or subpoena, contingent upon deposit with the City Comptroller of the payment received for jury duty or as a witness fee~~ provided that the employee deposits the full payment received for jury duty, or as a witness fee, with the City Comptroller.

~~(10)~~(9) Any employee who is a member of a reserve force of the United States or of the State of Illinois, and who is ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or the State of Illinois, shall be granted a paid leave of absence during the period of such activity, but not to exceed fourteen (14) calendar days in any calendar year, ~~provided that employees hired after September 8, 1986, shall, as a condition precedent to payment, deposit his/her military pay for all days compensated by the City with the City Comptroller. The City's Military Leave Policy, as amended, will comply with all applicable Federal and State laws.~~

~~(11)~~(10) Voluntary Unpaid Furlough Days.

(Omitted text is unaffected by this resolution)

If an employee who desires to take voluntary unpaid furlough hereunder receives Health Insurance Coverage, Dental Coinsurance Coverage and Optical Care Coverage, the employee shall authorize deductions from ~~his or her~~ the employee's pay on forms supplied by the City in the amount that would have been deducted from base salary

(Omitted text is unaffected by this resolution)

Notwithstanding the provisions of Subsection G (1)(d), an employee will not be denied pay for a holiday because ~~he or she~~ the employee takes a voluntary unpaid furlough day immediately before or after the holiday, or because the employee's scheduled furlough day falls on a holiday.

An employee taking voluntary unpaid furlough hereunder shall be treated as having worked during such furlough for the sole purposes ~~of accrual~~ of vacation and/or sick leave accrual. Under no circumstances may an employee perform services for the City of Chicago while on voluntary unpaid furlough hereunder.

H. Administration And Maintenance Of The Employee Benefit Compensation Plan.

(Omitted text is unaffected by this resolution)

The Budget Director shall assure that all forms of compensation paid during each fiscal year are in accordance with the Annual Appropriation Ordinance therefore and shall interpret and explain the provisions of the Compensation Plan.

~~(3) — Grievances Of Employees.~~

~~Every qualified employee who has not been recommended for advance in salary as provided in paragraph C(9) may file a grievance under Department of Human Resources Rules. This does not apply to Sworn Police Officers and Uniformed Firefighters who are covered by separate procedures.~~

SECTION 2. The Classification and Pay Plan and the Salary Schedules thereto set forth in the Annual Appropriation Ordinance is hereby amended by deleting the Senior Manager Salary Plan, Schedule B, Schedule BX, Schedule D, Schedule E, Schedule F, Schedule G, Schedule GY, Schedule I, Schedule IT, Schedule J, Schedule L, Schedule LX, Schedule O, Schedule P, Schedule PX, Schedule Q, Schedule R, Schedule S, Schedule SP, Schedule SZ, Schedule T, Schedule U, Schedule V, Schedule W, Schedule X, Schedule Y, and Schedule Z and replacing them and adding Schedule YZ, as follows:

SENIOR MANAGER SALARY PLAN

July 1, 2025

ANNUAL MONTHLY	RATE 1	RATE 2	RATE 3	RATE 4	RATE 5	RATE 6	RATE 7	RATE 8	RATE 9	RATE 10	RATE 11	RATE 12	RATE 13	RATE 14	RATE 15	RATE 16
	89,112 7,426	90,000 7,500	90,924 7,577	91,812 7,651	92,712 7,726	93,660 7,805	94,608 7,884	95,544 7,962	96,492 8,041	97,488 8,124	98,436 8,203	99,408 8,284	100,428 8,369	101,424 8,452	102,432 8,536	103,464 8,622
ANNUAL MONTHLY	RATE 17	RATE 18	RATE 19	RATE 20	RATE 21	RATE 22	RATE 23	RATE 24	RATE 25	RATE 26	RATE 27	RATE 28	RATE 29	RATE 30	RATE 31	RATE 32
	104,484 8,707	105,528 8,794	106,596 8,883	107,652 8,971	108,732 9,061	109,824 9,152	110,916 9,243	112,020 9,335	113,148 9,429	114,264 9,522	115,416 9,618	116,568 9,714	117,732 9,811	118,908 9,909	120,108 10,009	121,296 10,108
ANNUAL MONTHLY	RATE 33	RATE 34	RATE 35	RATE 36	RATE 37	RATE 38	RATE 39	RATE 40	RATE 41	RATE 42	RATE 43	RATE 44	RATE 45	RATE 46	RATE 47	RATE 48
	122,520 10,210	123,744 10,312	124,992 10,416	126,216 10,518	127,488 10,624	128,772 10,731	130,080 10,840	131,364 10,947	132,672 11,056	133,992 11,166	135,360 11,280	136,692 11,391	138,060 11,505	139,440 11,620	140,808 11,734	142,212 11,851
ANNUAL MONTHLY	RATE 49	RATE 50	RATE 51	RATE 52	RATE 53	RATE 54	RATE 55	RATE 56	RATE 57	RATE 58	RATE 59	RATE 60	RATE 61	RATE 62	RATE 63	RATE 64
	143,676 11,973	145,092 12,091	146,544 12,212	148,020 12,335	149,496 12,458	150,984 12,582	152,532 12,711	154,044 12,837	155,616 12,968	157,140 13,095	158,712 13,226	160,284 13,357	161,868 13,489	163,488 13,624	165,144 13,762	166,812 13,901
ANNUAL MONTHLY	RATE 65	RATE 66	RATE 67	RATE 68	RATE 69	RATE 70	RATE 71	RATE 72	RATE 73	RATE 74	RATE 75	RATE 76	RATE 77	RATE 78	RATE 79	RATE 80
	168,456 14,038	170,148 14,179	171,864 14,322	173,568 14,464	175,296 14,608	177,060 14,755	178,824 14,902	180,612 15,051	182,436 15,203	184,248 15,354	186,108 15,509	187,944 15,662	189,828 15,819	191,736 15,978	193,656 16,138	195,588 16,299
ANNUAL MONTHLY	RATE 81	RATE 82	RATE 83	RATE 84	RATE 85	RATE 86	RATE 87	RATE 88	RATE 89	RATE 90	RATE 91	RATE 92	RATE 93			
	197,520 16,460	199,500 16,625	201,528 16,794	203,532 16,961	205,560 17,130	207,612 17,301	209,688 17,474	211,788 17,649	213,888 17,824	216,036 18,003	218,208 18,184	220,392 18,366	222,588 18,549			

OBM - COMP

SCHEDULE B

January 1, 2026

AMERICAN FEDERATION of STATE, COUNTY and MUNICIPAL EMPLOYEES COUNCIL 31

CLASS GRADE	BASE SALARY PLAN						INTERMEDIATE RATES						LONGEVITY RATES			
	STEP 0B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13		
	Entrance Rate First 6 Months	Next 12 Months	Next 12 Months	Next 12 Months	Top Base Rate Next 12 Months	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at Intermediate Rate & 7 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 10 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 12 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 15 Yrs Continuous Service	After 1 Year at First Longevity Rate & 19 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 22 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 24 Yrs Continuous Service	After 1 Year at Fourth Longevity Rate & 26 Yrs Continuous Service		
1	ANNUAL	28,392	29,280	30,732	32,148	33,708	35,304	37,344	39,132	41,004	42,948	44,940	47,088	49,356	50,964	
	MONTHLY	2,366	2,440	2,561	2,679	2,809	2,942	3,112	3,261	3,417	3,579	3,745	3,924	4,113	4,247	
2	ANNUAL	29,784	30,732	32,148	33,708	35,304	36,960	39,132	41,004	42,948	44,940	47,088	49,356	51,648	53,328	
	MONTHLY	2,482	2,561	2,679	2,809	2,942	3,080	3,261	3,417	3,579	3,745	3,924	4,113	4,304	4,444	
3	ANNUAL	31,164	32,148	33,708	35,304	36,960	38,700	41,004	42,948	44,940	47,088	49,356	51,648	54,072	55,824	
	MONTHLY	2,597	2,679	2,809	2,942	3,080	3,225	3,417	3,579	3,745	3,924	4,113	4,304	4,506	4,652	
4	ANNUAL	34,224	35,304	36,960	38,700	40,560	42,468	44,940	47,088	49,356	51,648	54,072	56,712	59,364	61,296	
	MONTHLY	2,852	2,942	3,080	3,225	3,380	3,539	3,745	3,924	4,113	4,304	4,506	4,726	4,947	5,108	
5	ANNUAL	35,832	36,960	38,700	40,560	42,468	44,496	47,088	49,356	51,648	54,072	56,712	59,364	62,136	64,152	
	MONTHLY	2,986	3,080	3,225	3,380	3,539	3,708	3,924	4,113	4,304	4,506	4,726	4,947	5,178	5,346	
6	ANNUAL	39,336	40,560	42,468	44,496	46,560	48,664	51,648	54,072	56,712	59,364	62,136	65,112	68,256	70,476	
	MONTHLY	3,278	3,380	3,539	3,708	3,880	4,072	4,304	4,506	4,726	4,947	5,178	5,426	5,688	5,873	
7	ANNUAL	41,196	42,468	44,496	46,560	48,664	51,108	54,072	56,712	59,364	62,136	65,112	68,256	71,436	73,752	
	MONTHLY	3,433	3,539	3,708	3,880	4,072	4,259	4,506	4,726	4,947	5,178	5,426	5,688	5,953	6,146	
8	ANNUAL	43,164	44,496	46,560	48,664	51,108	53,532	56,712	59,364	62,136	65,112	68,256	71,436	74,916	77,352	
	MONTHLY	3,597	3,708	3,880	4,072	4,259	4,461	4,726	4,947	5,178	5,426	5,688	5,953	6,243	6,446	
9	ANNUAL	47,364	48,664	51,108	53,532	56,124	58,764	62,136	65,112	68,256	71,436	74,916	78,432	82,140	84,804	
	MONTHLY	3,947	4,072	4,259	4,461	4,677	4,897	5,178	5,426	5,688	5,953	6,243	6,536	6,845	7,067	
10	ANNUAL	51,936	53,532	56,124	58,764	61,548	64,488	68,256	71,436	74,916	78,432	82,140	86,112	90,144	93,072	
	MONTHLY	4,328	4,461	4,677	4,897	5,129	5,374	5,688	5,953	6,243	6,536	6,845	7,176	7,512	7,756	
11	ANNUAL	57,000	58,764	61,548	64,488	67,608	70,752	74,916	78,432	82,140	86,112	90,144	94,452	98,928	102,144	
	MONTHLY	4,750	4,897	5,129	5,374	5,634	5,896	6,243	6,536	6,845	7,176	7,512	7,871	8,244	8,512	
12	ANNUAL	62,544	64,488	67,608	70,752	74,172	77,640	82,140	86,112	90,144	94,452	98,928	103,608	108,576	112,104	
	MONTHLY	5,212	5,374	5,634	5,896	6,181	6,470	6,845	7,176	7,512	7,871	8,244	8,634	9,048	9,342	
13	ANNUAL	68,616	70,752	74,172	77,640	81,324	85,200	90,144	94,452	98,928	103,608	108,576	113,628	119,100	122,976	
	MONTHLY	5,718	5,896	6,181	6,470	6,777	7,100	7,512	7,871	8,244	8,634	9,048	9,469	9,925	10,248	
14	ANNUAL	75,336	77,640	81,324	85,200	89,244	93,504	98,928	103,608	108,576	113,628	119,100	124,848	130,668	134,916	
	MONTHLY	6,278	6,470	6,777	7,100	7,437	7,792	8,244	8,634	9,048	9,469	9,925	10,404	10,889	11,243	
15	ANNUAL	82,644	85,200	89,244	93,504	97,956	102,588	108,576	113,628	119,100	124,848	130,668	136,908	143,400	148,056	
	MONTHLY	6,887	7,100	7,437	7,792	8,163	8,549	9,048	9,469	9,925	10,404	10,889	11,409	11,950	12,338	
16	ANNUAL	90,732	93,504	97,956	102,588	107,508	112,536	119,100	124,848	130,668	136,908	143,400	150,240	157,332	162,444	
	MONTHLY	7,561	7,792	8,163	8,549	8,959	9,378	9,925	10,404	10,889	11,409	11,950	12,520	13,111	13,537	
17	ANNUAL	99,480	102,588	107,508	112,536	117,912	123,552	130,668	136,908	143,400	150,240	157,332	164,880	172,584	178,188	
	MONTHLY	8,290	8,549	8,959	9,378	9,826	10,296	10,889	11,409	11,950	12,520	13,111	13,740	14,382	14,849	

OBM - COMVP

SALARY SCHEDULE FOR Non-REPRESENTED EMPLOYEES

SCHEDULE BX

July 1, 2025

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	ENTRANCE RATE FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	TOP BASE RATE NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
8 ANNUAL MONTHLY	36,384	38,088	39,948	41,808	43,788	46,380	48,540	50,808	53,232	55,848	58,428	61,260
9 ANNUAL MONTHLY	3,032	3,174	3,329	3,484	3,649	3,865	4,045	4,234	4,436	4,654	4,869	5,105
10 ANNUAL MONTHLY	39,948	41,808	43,788	45,912	48,060	50,808	53,232	55,848	58,428	61,260	64,140	67,176
11 ANNUAL MONTHLY	3,329	3,484	3,649	3,826	4,005	4,234	4,436	4,654	4,869	5,105	5,345	5,598
12 ANNUAL MONTHLY	43,788	45,912	48,060	50,328	52,716	55,848	58,428	61,260	64,140	67,176	70,404	73,728
13 ANNUAL MONTHLY	3,649	3,826	4,005	4,194	4,393	4,654	4,869	5,105	5,345	5,598	5,867	6,144
14 ANNUAL MONTHLY	48,060	50,328	52,716	55,272	57,852	61,260	64,140	67,176	70,404	73,728	77,268	80,916
15 ANNUAL MONTHLY	4,005	4,194	4,393	4,606	4,821	5,105	5,345	5,598	5,867	6,144	6,439	6,743
16 ANNUAL MONTHLY	52,716	55,272	57,852	60,660	63,504	67,176	70,404	73,728	77,268	80,916	83,448	85,980
17 ANNUAL MONTHLY	4,393	4,606	4,821	5,055	5,292	5,598	5,867	6,144	6,439	6,743	6,954	7,165
18 ANNUAL MONTHLY	57,852	60,660	63,504	66,516	69,684	73,728	77,268	80,916	83,448	85,980	90,000	94,332
19 ANNUAL MONTHLY	4,821	5,055	5,292	5,543	5,807	6,144	6,439	6,743	6,954	7,165	7,500	7,861
20 ANNUAL MONTHLY	63,504	66,516	69,684	72,996	76,476	80,916	83,448	85,980	90,000	94,332	98,832	103,488
21 ANNUAL MONTHLY	5,292	5,543	5,807	6,083	6,373	6,743	6,954	7,165	7,500	7,861	8,236	8,624
22 ANNUAL MONTHLY	69,684	72,996	76,476	80,124	83,052	85,980	90,000	94,332	98,832	103,488	108,432	113,568
23 ANNUAL MONTHLY	5,807	6,083	6,373	6,677	6,921	7,165	7,500	7,861	8,236	8,624	9,036	9,464
24 ANNUAL MONTHLY	76,476	80,124	83,052	85,128	89,112	94,332	98,832	103,488	108,432	113,568	118,956	124,584
25 ANNUAL MONTHLY	6,373	6,677	6,921	7,094	7,426	7,861	8,236	8,624	9,036	9,464	9,913	10,382
26 ANNUAL MONTHLY	83,052	85,128	89,112	93,384	97,836	103,488	108,432	113,568	118,956	124,584	130,524	136,692
27 ANNUAL MONTHLY	6,921	7,094	7,426	7,782	8,153	8,624	9,036	9,464	9,913	10,382	10,877	11,391
28 ANNUAL MONTHLY	89,112	93,384	97,836	102,444	107,340	113,568	118,956	124,584	130,524	136,692	143,232	150,072
29 ANNUAL MONTHLY	7,426	7,782	8,153	8,537	8,945	9,464	9,913	10,382	10,877	11,391	11,936	12,506
30 ANNUAL MONTHLY	97,836	102,444	107,340	113,568	118,956	124,584	130,524	136,692	143,232	150,072	157,212	164,676
31 ANNUAL MONTHLY	8,153	8,537	8,945	9,464	9,913	10,382	10,877	11,391	11,936	12,506	13,101	13,723
32 ANNUAL MONTHLY	102,444	107,340	112,440	117,780	124,584	130,524	136,692	143,232	150,072	157,212	164,676	172,500
33 ANNUAL MONTHLY	8,537	8,945	9,370	9,815	10,382	10,877	11,391	11,936	12,506	13,101	13,723	14,375
34 ANNUAL MONTHLY	107,340	112,440	117,780	123,348	129,228	136,692	143,232	150,072	157,212	164,676	172,500	180,696
35 ANNUAL MONTHLY	8,945	9,370	9,815	10,279	10,769	11,391	11,936	12,506	13,101	13,723	14,375	15,058
36 ANNUAL MONTHLY	112,440	117,780	123,348	129,228	136,692	143,232	150,072	157,212	164,676	172,500	180,696	189,264
37 ANNUAL MONTHLY	9,370	9,815	10,279	10,769	11,391	11,936	12,506	13,101	13,723	14,375	15,058	15,772
38 ANNUAL MONTHLY	117,780	123,348	129,228	136,692	143,232	150,072	157,212	164,676	172,500	180,696	189,264	198,252
39 ANNUAL MONTHLY	9,815	10,279	10,769	11,391	11,936	12,506	13,101	13,723	14,375	15,058	15,772	16,521

OBM - COMP

SALARY SCHEDULE for SWORN POLICE PERSONNEL

SCHEDULE D

January 1, 2026

CLASS GRADE		ENTRANCE RATE				MAXIMUM RATE							RED CIRCLE RATE
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	
1	FIRST 12 MONTHS	63,636	90,816	95,982	100,950	105,906	111,252	115,158	119,154	123,576	127,146	131,592	130 YRS SVC BEFORE 1/1/2006
	ANNUAL MONTHLY	5,303.00	7,568.00	7,998.50	8,412.50	8,825.50	9,271.00	9,596.50	9,929.50	10,298.00	10,595.50	10,966.00	
2	FIRST 12 MONTHS	90,816	95,982	100,950	105,906	111,252	116,856	120,900	125,112	129,774	133,650	138,318	
	ANNUAL MONTHLY	7,568.00	7,998.50	8,412.50	8,825.50	9,271.00	9,738.00	10,075.00	10,426.00	10,814.50	11,137.50	11,526.50	
2A	FIRST 12 MONTHS	93,942	99,270	104,280	109,350	114,828	120,564	124,578	128,964	133,650	137,568	142,350	
	ANNUAL MONTHLY	7,828.50	8,272.50	8,690.00	9,112.50	9,569.00	10,047.00	10,381.50	10,747.00	11,137.50	11,464.00	11,862.50	
2B	FIRST 12 MONTHS	99,426	104,688	110,004	115,476	121,200	127,230	131,448	135,816	140,454	144,792	149,460	
	ANNUAL MONTHLY	8,285.50	8,724.00	9,167.00	9,623.00	10,100.00	10,602.50	10,954.00	11,318.00	11,704.50	12,066.00	12,455.00	
3	FIRST 12 MONTHS	104,898	110,100	115,722	121,590	127,566	133,884	138,318	142,668	147,252	152,010	156,564	
	ANNUAL MONTHLY	8,741.50	9,175.00	9,643.50	10,132.50	10,630.50	11,157.00	11,526.50	11,889.00	12,271.00	12,667.50	13,047.00	
4	FIRST 12 MONTHS	118,692	124,548	130,680	137,268	144,066	151,386	155,934	160,746	165,624	170,700	175,002	
	ANNUAL MONTHLY	9,891.00	10,379.00	10,890.00	11,439.00	12,005.50	12,615.50	12,994.50	13,395.50	13,802.00	14,225.00	14,583.50	

OBM - COMP

SALARY SCHEDULE for SWORN POLICE PERSONNEL SERGEANTS, LIEUTENANTS and CAPTAINS

SCHEDULE E

January 1, 2026

CLASS GRADE	ENTRANCE RATE		MAXIMUM RATE									RED CIRCLE RATE
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	
	FIRST 12 MONTHS	AFTER 12 MONTHS	AFTER 18 MONTHS	AFTER 30 MONTHS	AFTER 42 MONTHS	AFTER 54 MONTHS	AFTER 10 YRS OF SERVICE	AFTER 15 YRS OF SERVICE	AFTER 20 YRS OF SERVICE	AFTER 25 YRS OF SERVICE	30 YRS SVC BEFORE 1/1/2006	
3	ANNUAL MONTHLY	104,892 8,741.00	110,100 9,175.00	115,722 9,643.50	121,590 10,132.50	127,566 10,630.50	133,890 11,157.50	138,318 11,526.50	142,668 11,889.00	147,252 12,271.00	152,010 12,667.50	156,564 13,047.00
4	ANNUAL MONTHLY	118,692 9,891.00	124,548 10,379.00	130,680 10,890.00	137,268 11,439.00	144,066 12,005.50	151,392 12,616.00	155,934 12,994.50	160,746 13,395.50	165,624 13,802.00	170,700 14,225.00	175,002 14,583.50
5	ANNUAL MONTHLY	130,680 10,890.00	137,268 11,439.00	144,066 12,005.50	151,392 12,616.00	158,862 13,238.50	166,680 13,890.00	171,456 14,288.00	176,292 14,691.00	181,188 15,099.00	185,676 15,473.00	188,352 15,696.00

OBM - COMP

SALARY SCHEDULE for SWORN FIRE PERSONNEL

SCHEDULE F

January 1, 2026

CLASS GRADE	ENTRANCE RATE	MAXIMUM RATE										RED CIRCLE RATE	
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	
		FIRST 12 MONTHS	AFTER 12 MONTHS	AFTER 18 MONTHS	AFTER 30 MONTHS	AFTER 42 MONTHS	AFTER 54 MONTHS	AFTER 10 YRS OF SERVICE	AFTER 15 YRS OF SERVICE	AFTER 20 YRS OF SERVICE	AFTER 25 YRS OF SERVICE	30 YRS SVC BEFORE 1/1/2006	
1	ANNUAL MONTHLY	74,526 6,210.50	90,816 7,568.00	95,982 7,998.50	100,950 8,412.50	105,906 8,825.50	111,252 9,271.00	115,158 9,596.50	119,154 9,929.50	123,978 10,331.50	128,892 10,741.00	133,404 11,117.00	
1B	ANNUAL MONTHLY	79,056 6,588.00	96,354 8,029.50	101,796 8,483.00	107,046 8,920.50	112,326 9,360.50	117,996 9,833.00	122,136 10,178.00	126,384 10,532.00	131,472 10,956.00	136,686 11,390.50	141,498 11,791.50	
2	ANNUAL MONTHLY	93,804 7,817.00	99,900 8,325.00	105,582 8,798.50	111,048 9,254.00	116,502 9,708.50	122,376 10,198.00	126,672 10,556.00	131,070 10,922.50	136,374 11,364.50	141,780 11,815.00	146,742 12,228.50	
3	ANNUAL MONTHLY	92,142 7,678.50	97,344 8,112.00	102,252 8,521.00	107,214 8,934.50	112,596 9,383.00	118,170 9,847.50	122,166 10,180.50	126,366 10,530.50	131,034 10,919.50	134,928 11,244.00	139,644 11,637.00	
3A	ANNUAL MONTHLY	93,942 7,828.50	99,276 8,273.00	104,280 8,690.00	109,362 9,113.50	114,828 9,569.00	120,564 10,047.00	124,590 10,382.50	128,964 10,747.00	133,656 11,138.00	137,568 11,464.00	142,356 11,863.00	
3AB	ANNUAL MONTHLY	99,636 8,303.00	105,282 8,773.50	110,598 9,216.50	115,944 9,662.00	121,776 10,148.00	127,860 10,655.00	132,156 11,013.00	136,794 11,399.50	141,768 11,814.00	145,878 12,156.50	150,978 12,581.50	
3AP	ANNUAL MONTHLY	103,338 8,611.50	109,200 9,100.00	114,708 9,559.00	120,300 10,025.00	126,312 10,526.00	132,624 11,052.00	137,052 11,421.00	141,864 11,822.00	147,024 12,252.00	151,326 12,610.50	156,594 13,049.50	
3B	ANNUAL MONTHLY	97,728 8,144.00	103,230 8,602.50	108,414 9,034.50	113,730 9,477.50	119,424 9,952.00	125,328 10,444.00	129,570 10,797.50	134,046 11,170.50	138,984 11,582.00	143,094 11,924.50	148,092 12,341.00	
3P	ANNUAL MONTHLY	101,358 8,446.50	107,076 8,923.00	112,482 9,373.50	117,942 9,828.50	123,852 10,321.00	129,984 10,832.00	134,382 11,198.50	139,008 11,584.00	144,138 12,011.50	148,416 12,368.00	153,612 12,801.00	
4	ANNUAL MONTHLY	104,898 8,741.50	110,100 9,175.00	115,722 9,643.50	121,590 10,132.50	127,566 10,630.50	133,890 11,157.50	138,318 11,526.50	142,668 11,889.00	147,246 12,270.50	152,010 12,667.50	156,564 13,047.00	
4B	ANNUAL MONTHLY	111,270 9,272.50	116,778 9,731.50	122,736 10,228.00	128,940 10,745.00	135,312 11,276.00	141,990 11,832.50	146,718 12,226.50	151,338 12,611.50	156,174 13,014.50	161,232 13,436.00	166,062 13,838.50	
4P	ANNUAL MONTHLY	115,386 9,615.50	121,116 10,093.00	127,296 10,608.00	133,752 11,146.00	140,322 11,693.50	147,282 12,273.50	152,154 12,679.50	156,936 13,078.00	161,970 13,497.50	167,214 13,934.50	172,218 14,351.50	
5	ANNUAL MONTHLY	118,692 9,891.00	124,548 10,379.00	130,680 10,890.00	137,268 11,439.00	144,066 12,005.50	151,392 12,616.00	155,934 12,994.50	160,752 13,396.00	165,624 13,802.00	170,700 14,225.00	175,002 14,583.50	
5B	ANNUAL MONTHLY	125,874 10,489.50	132,096 11,008.00	138,612 11,551.00	145,734 12,144.50	152,832 12,736.00	160,560 13,380.00	165,408 13,784.00	170,520 14,210.00	175,692 14,641.00	181,062 15,088.50	185,598 15,466.50	
5P	ANNUAL MONTHLY	130,566 10,880.50	136,998 11,416.50	143,754 11,979.50	150,996 12,583.00	158,472 13,206.00	166,530 13,877.50	171,528 14,294.00	176,826 14,735.50	182,184 15,182.00	187,764 15,647.00	192,504 16,042.00	
6	ANNUAL MONTHLY	130,680 10,890.00	137,268 11,439.00	144,066 12,005.50	151,392 12,616.00	158,862 13,238.50	166,680 13,890.00	171,456 14,288.00	176,292 14,691.00	181,188 15,099.00	186,594 15,549.50	190,368 15,864.00	
6B	ANNUAL MONTHLY	138,612 11,551.00	145,614 12,134.50	152,832 12,736.00	160,560 13,380.00	168,498 14,041.50	176,772 14,731.00	181,836 15,153.00	186,984 15,582.00	192,180 16,015.00	197,880 16,490.00	201,894 16,824.50	
6P	ANNUAL MONTHLY	143,754 11,979.50	150,996 12,583.00	158,472 13,206.00	166,530 13,877.50	174,750 14,562.50	183,348 15,279.00	188,604 15,717.00	193,920 16,160.00	199,308 16,609.00	205,248 17,104.00	209,406 17,450.50	

OBM - COMP

AMERICAN FEDERATION of STATE, COUNTY and MUNICIPAL EMPLOYEES COUNCIL 31
TECHNICAL SERVICES SALARY PLAN

SCHEDULE G

January 1, 2026

CLASS GRADE	STEP 0B Entrance Rate First 6 Months	STEP 1 Next 12 Months	STEP 2 Next 12 Months	STEP 3 Next 12 Months	STEP 4 Next 12 Months	STEP 5 Next 12 Months	STEP 6 Next 12 Months	STEP 7 Next 12 Months	STEP 8 Next 24 Months	STEP 9 After 2 Years at Step 8
1 ANNUAL MONTHLY	50,232 4,186	51,780 4,315	54,348 4,529	56,916 4,743	59,784 4,982	62,976 5,248	65,928 5,494	69,396 5,783	73,428 6,119	75,816 6,318
2 ANNUAL MONTHLY	55,224 4,602	56,916 4,743	59,784 4,982	62,976 5,248	65,928 5,494	69,396 5,783	72,684 6,057	76,464 6,372	81,072 6,756	83,712 6,976
3 ANNUAL MONTHLY	61,092 5,091	62,976 5,248	65,928 5,494	69,396 5,783	72,684 6,057	76,464 6,372	80,196 6,683	84,192 7,016	89,412 7,451	92,316 7,693
4 ANNUAL MONTHLY	67,284 5,607	69,396 5,783	72,684 6,057	76,464 6,372	80,196 6,683	84,192 7,016	88,524 7,377	92,940 7,745	98,460 8,205	101,664 8,472
5 ANNUAL MONTHLY	74,160 6,180	76,464 6,372	80,196 6,683	84,192 7,016	88,524 7,377	92,940 7,745	97,488 8,124	102,516 8,543	108,708 9,059	112,236 9,353
6 ANNUAL MONTHLY	81,636 6,803	84,192 7,016	88,524 7,377	92,940 7,745	97,488 8,124	102,516 8,543	107,628 8,969	112,536 9,378	118,836 9,903	122,700 10,225
7 ANNUAL MONTHLY	90,144 7,512	92,940 7,745	97,488 8,124	102,516 8,543	107,628 8,969	112,536 9,378	117,636 9,803	122,928 10,244	129,636 10,803	133,848 11,154
8 ANNUAL MONTHLY	99,408 8,284	102,516 8,543	107,628 8,969	112,536 9,378	117,636 9,803	122,928 10,244	128,316 10,693	134,184 11,182	141,564 11,797	146,160 12,180
9 ANNUAL MONTHLY	109,140 9,095	112,536 9,378	117,636 9,803	122,928 10,244	128,316 10,693	134,184 11,182	140,148 11,679	146,448 12,204	154,764 12,897	159,792 13,316
10 ANNUAL MONTHLY	119,244 9,937	122,928 10,244	128,316 10,693	134,184 11,182	140,148 11,679	146,448 12,204	153,228 12,769	160,020 13,335	164,808 13,734	170,160 14,180

OBM - COMP

SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES

TECHNICAL SERVICES SALARY PLAN

SCHEDULE GY

July 1, 2025

CLASS GRADE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8	
	ENTRANCE RATE		NEXT 12 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		MAXIMUM RATE	
4	ANNUAL	56,724	59,460	62,508	65,616	68,856	72,384	75,912	79,440	82,968	86,496	90,024	93,552	97,080	100,608	104,136
	MONTHLY	4,727	4,955	5,209	5,468	5,738	6,032	6,344	6,648	6,960	7,272	7,584	7,896	8,208	8,520	8,832
5	ANNUAL	62,508	65,616	68,856	72,384	75,912	79,440	82,968	86,496	90,024	93,552	97,080	100,608	104,136	107,664	111,192
	MONTHLY	5,209	5,468	5,738	6,032	6,344	6,648	6,960	7,272	7,584	7,896	8,208	8,520	8,832	9,144	9,456
6	ANNUAL	68,856	72,384	75,912	79,440	82,968	86,496	90,024	93,552	97,080	100,608	104,136	107,664	111,192	114,720	118,248
	MONTHLY	5,738	6,032	6,344	6,648	6,960	7,272	7,584	7,896	8,208	8,520	8,832	9,144	9,456	9,768	10,080
7	ANNUAL	76,020	79,728	83,436	87,144	90,852	94,560	98,268	101,976	105,684	109,392	113,100	116,808	120,516	124,224	127,932
	MONTHLY	6,335	6,644	6,947	7,256	7,565	7,874	8,183	8,492	8,801	9,110	9,419	9,728	10,037	10,346	10,655
8	ANNUAL	82,884	85,236	87,588	89,940	92,292	94,644	96,996	99,348	101,700	104,052	106,404	108,756	111,108	113,460	115,812
	MONTHLY	6,907	7,103	7,296	7,492	7,688	7,884	8,080	8,276	8,472	8,668	8,864	9,060	9,256	9,452	9,648
9	ANNUAL	89,112	93,156	97,200	101,244	105,288	109,332	113,376	117,420	121,464	125,508	129,552	133,596	137,640	141,684	145,728
	MONTHLY	7,426	7,763	8,100	8,437	8,774	9,111	9,448	9,785	10,122	10,459	10,796	11,133	11,470	11,807	12,144
10	ANNUAL	97,332	101,628	105,924	110,220	114,516	118,812	123,108	127,404	131,700	135,996	140,292	144,588	148,884	153,180	157,476
	MONTHLY	8,111	8,469	8,827	9,185	9,543	9,901	10,259	10,617	10,975	11,333	11,691	12,049	12,407	12,765	13,123
11	ANNUAL	106,272	111,000	115,728	120,456	125,184	129,912	134,640	139,368	144,096	148,824	153,552	158,280	163,008	167,736	172,464
	MONTHLY	8,856	9,250	9,644	10,038	10,432	10,826	11,220	11,614	12,008	12,402	12,796	13,190	13,584	13,978	14,372
12	ANNUAL	115,992	121,320	126,648	131,976	137,304	142,632	147,960	153,288	158,616	163,944	169,272	174,600	179,928	185,256	190,584
	MONTHLY	9,666	10,110	10,554	11,000	11,446	11,892	12,338	12,784	13,230	13,676	14,122	14,568	15,014	15,460	15,906
13	ANNUAL	121,320	126,756	132,192	137,628	143,064	148,500	153,936	159,372	164,808	170,244	175,680	181,116	186,552	191,988	197,424
	MONTHLY	10,110	10,563	11,016	11,469	11,922	12,375	12,828	13,281	13,734	14,187	14,640	15,093	15,546	16,000	16,453
14	ANNUAL	126,756	131,124	135,492	139,860	144,228	148,596	152,964	157,332	161,700	166,068	170,436	174,804	179,172	183,540	187,908
	MONTHLY	10,563	10,927	11,291	11,655	12,019	12,383	12,747	13,111	13,475	13,839	14,203	14,567	14,931	15,295	15,659
15	ANNUAL	131,124	135,744	140,364	144,984	149,604	154,224	158,844	163,464	168,084	172,704	177,324	181,944	186,564	191,184	195,804
	MONTHLY	10,927	11,312	11,697	12,082	12,467	12,852	13,237	13,622	14,007	14,392	14,777	15,162	15,547	15,932	16,317

OBM - COMP

SCHEDULE I

PUBLIC SAFETY EMPLOYEES UNION - UNIT II

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
	Entrance Rate First & Months	Next 12 Months	Next 12 Months	Top Base Rate Next 12 Months	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 7 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 10 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 12 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 15 Yrs Continuous Service	After 1 Year at First Longevity Rate & 19 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 22 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 24 Yrs Continuous Service	After 1 Year at Fourth Longevity Rate & 28 Yrs Continuous Service
10	ANNUAL MONTHLY	46,824 3,902	49,056 4,088	51,348 4,279	53,820 4,485	59,820 4,985	62,676 5,223	65,640 5,470	68,796 5,733	72,036 6,003	75,444 6,287	79,056 6,588	85,500 7,125
11	ANNUAL MONTHLY	51,348 4,279	53,820 4,485	56,328 4,694	59,064 4,922	65,640 5,470	68,796 5,733	72,036 6,003	75,444 6,287	79,056 6,588	82,812 6,901	86,772 7,231	93,828 7,819
12	ANNUAL MONTHLY	56,328 4,694	59,064 4,922	61,824 5,152	64,836 5,403	72,036 6,003	75,444 6,287	79,056 6,588	82,812 6,901	86,772 7,231	90,876 7,573	95,172 7,931	102,948 8,579
13	ANNUAL MONTHLY	61,824 5,152	64,836 5,403	67,884 5,657	71,076 5,923	79,056 6,588	82,836 6,903	86,772 7,231	90,876 7,573	95,160 7,930	104,376 8,309	109,404 8,698	112,956 9,413
14	ANNUAL MONTHLY	67,884 5,657	71,076 5,923	74,520 6,210	77,988 6,499	86,772 7,231	90,876 7,573	95,160 7,930	104,376 8,309	109,404 8,698	114,636 9,117	120,024 9,553	123,924 10,327
15	ANNUAL MONTHLY	74,520 6,210	77,988 6,499	81,792 6,816	85,632 7,136	95,160 7,930	99,708 8,309	104,376 8,698	114,636 9,117	120,024 9,553	125,808 10,002	131,736 10,978	136,020 11,335

OBM - COMP

HOURLY RATES:

Traffic Control Aide (TC9104): \$ 25.54

Aviation Security Officer (TC4211): \$ 28.76

SALARY SCHEDULE for Non-REPRESENTED IT LEAD, SUPERVISORY and MANAGEMENT STAFF

SALARY PLAN

SCHEDULE IT

July 1, 2025

CLASS GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
	Entrance Rate First 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Maximum Rate
1	ANNUAL MONTHLY	110,940 9,245	120,144 10,012	125,016 10,418	128,808 10,734	132,708 11,059	135,384 11,282	138,072 11,506	140,868 11,739
2	ANNUAL MONTHLY	120,144 10,012	125,016 10,418	128,808 10,734	132,708 11,059	140,868 11,739	143,712 11,976	148,092 12,341	151,080 12,590
3	ANNUAL MONTHLY	125,016 10,418	132,708 11,059	140,868 11,739	143,712 11,976	146,592 12,216	149,556 12,463	154,092 12,841	157,152 13,096
4	ANNUAL MONTHLY	131,412 10,951	140,868 11,739	149,556 12,463	154,092 12,841	158,724 13,227	163,548 13,629	166,860 13,905	170,196 14,183
5	ANNUAL MONTHLY	133,836 11,153	150,768 12,564	160,680 13,390	167,700 13,975	173,160 14,430	177,612 14,801	181,368 15,114	184,644 15,387
6	ANNUAL MONTHLY	153,000 12,750	172,920 14,410	184,584 15,382	192,852 16,071	199,284 16,607	204,516 17,043	208,956 17,413	212,784 17,732
7	ANNUAL MONTHLY	164,412 13,701	184,800 15,400	196,740 16,395	205,200 17,100	211,752 17,646	217,128 18,094	221,652 18,471	225,588 18,799
									19,087

OBM - COMP

PLUMBERS LOCAL 130

SCHEDULE J

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	Entrance Rate First 6 Months	Next 12 Months	Next 12 Months	Top Base Rate Next 12 Months	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 8 Yrs Continuous Service	After 1 Year at Intermediate Rate & 11 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 14 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 17 Yrs Continuous Service	After 1 Year at First Longevity Rate & 20 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 23 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 25 Yrs Continuous Service
13 ANNUAL MONTHLY	70,740 5,895	74,136 6,178	77,628 6,469	81,276 6,773	85,176 7,098	90,108 7,509	94,428 7,869	98,892 8,241	103,572 8,631	108,528 9,044	113,592 9,466	119,052 9,921
15 ANNUAL MONTHLY	85,176 7,098	89,232 7,436	93,468 7,789	97,932 8,161	102,540 8,545	108,528 9,044	113,592 9,466	119,052 9,921	124,740 10,395	130,620 10,885	136,872 11,406	143,352 11,946
17 ANNUAL MONTHLY	102,540 8,545	107,460 8,955	112,488 9,374	117,876 9,823	123,528 10,294	130,620 10,885	136,872 11,406	143,352 11,946	150,180 12,515	157,296 13,108	164,736 13,728	172,572 14,381

OBM - COMP

SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES LEGAL SERVICES SALARY PLAN

SCHEDULE L

July 1, 2025

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
	LESS THAN 1 YEAR OF LEGAL EXPERIENCE	NEXT 12 MONTHS & 1 TO 2 YEARS OF LEGAL EXPERIENCE	NEXT 12 MONTHS & 2 TO 3 YEARS OF LEGAL EXPERIENCE	TOP BASE RATE NEXT 12 MONTHS & 3 TO 4 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT TOP BASE RATE & 4 TO 5 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 5 TO 8 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 8 TO 11 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 11 TO 14 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 14 TO 17 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 17 TO 20 YEAR OF LEGAL EXPERIENCE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 20 TO 23 YEARS OF LEGAL EXPERIENCE	AFTER 1 YEAR AT THIRD LONGEVITY RATE & 23 YEARS OR MORE OF LEGAL EXPERIENCE	
1	ANNUAL MONTHLY	78,108 6,509	81,816 6,818	85,704 7,142	89,784 7,482	94,044 7,837	98,484 8,207	103,176 8,598	108,084 9,007	113,208 9,434	118,596 9,883	124,224 10,352	130,128 10,844
2	ANNUAL MONTHLY	81,816 6,818	87,372 7,281	94,044 7,837	98,484 8,207	103,176 8,598	108,084 9,007	113,208 9,434	118,596 9,883	124,224 10,352	130,128 10,844	136,284 11,357	142,776 11,898
3	ANNUAL MONTHLY	85,704 7,142	94,044 7,837	98,484 8,207	103,176 8,598	108,084 9,007	113,208 9,434	118,596 9,883	124,224 10,352	130,128 10,844	136,284 11,357	142,776 11,898	149,556 12,463
4	ANNUAL MONTHLY	98,484 8,207	103,176 8,598	108,084 9,007	113,208 9,434	118,596 9,883	124,224 10,352	130,128 10,844	136,284 11,357	142,776 11,898	149,556 12,463	156,648 13,054	
5	ANNUAL MONTHLY				118,596 9,883	124,224 10,352	130,128 10,844	136,284 11,357	142,776 11,898	149,556 12,463	156,648 13,054	164,100 13,675	

OBM - COMP

SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES **LEGAL SERVICES SUPERVISORY STAFF**

SCHEDULE LX

July 1, 2025

CLASS GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	MAXIMUM RATE
1	ANNUAL 164,412 MONTHLY 13,701	184,800 15,400	196,740 16,395	205,200 17,100	211,752 17,646	217,128 18,094	221,652 18,471	225,588 18,799	229,044 19,087
2	ANNUAL 153,000 MONTHLY 12,750	172,920 14,410	184,800 15,400	192,852 16,071	199,284 16,607	204,516 17,043	208,956 17,413	212,784 17,732	216,180 18,015
3	ANNUAL 133,836 MONTHLY 11,153	150,768 12,564	160,680 13,390	167,700 13,975	173,160 14,430	177,612 14,801	181,368 15,114	184,800 15,400	187,524 15,627

OBM - COMP

TEAMSTERS LOCAL #700
SALARY SCHEDULE FOR SHIFT SUPERVISOR OF SECURITY COMMUNICATIONS CENTER

SCHEDULE O

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
	Entrance Rate			Top Base Rate	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 7 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 10 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 12 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 15 Yrs Continuous Service	After 1 Year at First Longevity Rate & 19 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 22 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 24 Yrs Continuous Service	After 1 Year at Fourth Longevity Rate & 26 Yrs Continuous Service	
14	ANNUAL	65,436	68,520	71,784	75,204	78,780	83,352	85,956	88,572	92,724	97,176	101,796	106,620	110,088
	MONTHLY	5,453	5,710	5,982	6,267	6,565	6,946	7,163	7,381	7,727	8,098	8,483	8,885	9,174
15	ANNUAL	75,168	78,732	82,464	86,376	87,564	92,700	97,080	101,700	106,572	111,588	116,952	122,484	126,468
	MONTHLY	6,264	6,561	6,872	7,198	7,297	7,725	8,090	8,475	8,881	9,299	9,746	10,207	10,539

OBM - COMP

TEAMSTERS LOCAL 700

SCHEDULE P

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES			LONGEVITY RATES					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
	Entrance Rate First 6 Months	Next 12 Months	Next 12 Months	Top Base Rate Next 12 Months	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 8 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 11 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 14 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 17 Yrs Continuous Service	After 1 Year at First Longevity Rate & 20 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 23 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 25 Yrs Continuous Service	
12	ANNUAL MONTHLY	64,440 5,370	67,572 5,631	70,716 5,893	74,136 6,178	77,628 6,469	82,080 6,840	86,052 7,171	90,108 7,509	94,428 7,869	98,892 8,241	103,572 8,631	108,528 9,044
14	ANNUAL MONTHLY	77,628 6,469	81,276 6,773	85,176 7,098	89,232 7,436	93,468 7,789	98,892 8,241	103,572 8,631	108,528 9,044	113,592 9,466	119,052 9,921	124,740 10,395	130,620 10,885
17	ANNUAL MONTHLY	102,540 8,545	107,460 8,955	112,488 9,374	117,876 9,823	123,528 10,294	130,620 10,885	136,872 11,406	143,352 11,946	150,180 12,515	157,296 13,108	164,736 13,728	172,572 14,381

OBM - COMP

SALARY SCHEDULE for Non-REPRESENTED PUBLIC INFORMATION SERVICE POSITIONS

SCHEDULE PX

July 1, 2025

CLASS GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	12 MONTHS	MAXIMUM RATE
1 ANNUAL MONTHLY	120,324 10,027	127,212 10,601	133,380 11,115	139,176 11,598	143,688 11,974	147,360 12,280	150,468 12,539	153,168 12,764	155,556 12,963
2 ANNUAL MONTHLY	111,300 9,275	117,672 9,806	123,372 10,281	128,736 10,728	132,912 11,076	136,308 11,359	139,188 11,599	141,684 11,807	143,880 11,990
3 ANNUAL MONTHLY	102,960 8,580	108,840 9,070	114,120 9,510	119,088 9,924	122,940 10,245	126,084 10,507	128,736 10,728	131,052 10,921	133,092 11,091

OBM - COMP

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS Local #9
SALARY SCHEDULE for FIRE COMMUNICATIONS OPERATORS

SCHEDULE Q

January 1, 2026

		STEP 1		STEP 2		STEP 3	
		ENTRANCE RATE		NEXT 12 MONTHS		NEXT 12 MONTHS	
FIRE COMMUNICATIONS OPERATOR I	ANNUAL MONTHLY	65,916		83,592		87,888	
		5,493		6,966		7,324	
FIRE COMMUNICATIONS OPERATOR II	ANNUAL MONTHLY	104,616		123,120			
		8,718		10,260			

OBM - COMP

SCHEDULE R

MACHINISTS LODGE 126

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
	First 6 Months	Next 12 Months	Next 12 Months	Top Base Rate Next 12 Months	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 8 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 11 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 14 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 17 Yrs Continuous Service	After 1 Year at First Longevity Rate & 20 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 23 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 25 Yrs Continuous Service	
11	ANNUAL	58,728	61,524	64,440	67,572	70,740	74,868	78,432	82,080	86,052	90,108	94,428	98,892
	MONTHLY	4,894	5,127	5,370	5,631	5,895	6,239	6,536	6,840	7,171	7,509	7,869	8,241
12	ANNUAL	64,440	67,572	70,740	74,136	77,628	82,080	86,052	90,108	94,428	98,892	103,572	108,528
	MONTHLY	5,370	5,631	5,895	6,178	6,469	6,840	7,171	7,509	7,869	8,241	8,631	9,044
13	ANNUAL	70,740	74,136	77,628	81,276	85,176	90,108	94,428	98,892	103,572	108,528	113,592	119,052
	MONTHLY	5,895	6,178	6,469	6,773	7,098	7,509	7,869	8,241	8,631	9,044	9,466	9,921
14	ANNUAL	77,628	81,276	85,176	89,232	93,468	98,892	103,572	108,528	113,592	119,052	124,740	130,620
	MONTHLY	6,469	6,773	7,098	7,436	7,789	8,241	8,631	9,044	9,466	9,921	10,395	10,885
15	ANNUAL	85,176	89,232	93,468	97,932	102,540	108,528	113,592	119,052	124,740	130,620	136,872	143,352
	MONTHLY	7,098	7,436	7,789	8,161	8,545	9,044	9,466	9,921	10,395	10,885	11,406	11,946

OBM - COMP

ILLINOIS NURSES ASSOCIATION

SCHEDULE S

January 1, 2026

CLASS GRADE	ENTRANCE RATE		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8		STEP 9		STEP 10		MAXIMUM RATE STEP 11	
	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8		STEP 9		STEP 10		STEP 11	
4	FIRST 6 MONTHS		NEXT 6 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		AFTER 1 YEAR AT STEP 5 RATE & 5 YRS SERVICE		AFTER 1 YEAR AT STEP 6 RATE & 6 YRS SERVICE		AFTER 1 YEAR AT STEP 7 RATE & 7 YRS SERVICE		AFTER 1 YEAR AT STEP 8 RATE & 8 YRS SERVICE		AFTER 1 YEAR AT STEP 9 RATE & 9 YRS SERVICE		AFTER 1 YEAR AT STEP 10 RATE & 10 YRS SERVICE	
	ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY	
5	FIRST 6 MONTHS		NEXT 6 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		AFTER 1 YEAR AT STEP 5 RATE & 5 YRS SERVICE		AFTER 1 YEAR AT STEP 6 RATE & 6 YRS SERVICE		AFTER 1 YEAR AT STEP 7 RATE & 7 YRS SERVICE		AFTER 1 YEAR AT STEP 8 RATE & 8 YRS SERVICE		AFTER 1 YEAR AT STEP 9 RATE & 9 YRS SERVICE		AFTER 1 YEAR AT STEP 10 RATE & 10 YRS SERVICE	
	ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY	
8	FIRST 6 MONTHS		NEXT 6 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		NEXT 12 MONTHS		AFTER 1 YEAR AT STEP 5 RATE & 5 YRS SERVICE		AFTER 1 YEAR AT STEP 6 RATE & 6 YRS SERVICE		AFTER 1 YEAR AT STEP 7 RATE & 7 YRS SERVICE		AFTER 1 YEAR AT STEP 8 RATE & 8 YRS SERVICE		AFTER 1 YEAR AT STEP 9 RATE & 9 YRS SERVICE		AFTER 1 YEAR AT STEP 10 RATE & 10 YRS SERVICE	
	ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY		ANNUAL MONTHLY	

OBM - COMP

TEAMSTERS LOCAL #700
SALARY SCHEDULE FOR SUPERVISING POLICE COMMUNICATIONS OPERATOR

SCHEDULE SP

January 1, 2026

		BASE SALARY PLAN		INTERMEDIATE RATES		LONGEVITY RATES		
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CLASS GRADE	1	Break In - First 12 Months as SPCO	One (1) to Three (3) Years as SPCO	Four (4) to Seven (7) Years as SPCO	Eight (8) to Thirteen (13) Years as SPCO	Fourteen (14) to Seventeen (17) Years as SPCO	Eighteen (18) to Twenty-Two (22) Years as SPCO	Twenty-Three (23) Years as SPCO
		125,208 10,434	127,284 10,607	127,956 10,663	128,892 10,741	129,852 10,821	130,788 10,899	131,436 10,953

OBM - COMP

SALARY SCHEDULE for REGISTERED NURSES **TEAMSTERS LOCAL 743**

SCHEDULE SZ

January 1, 2026

CLASS GRADE	ENTRANCE RATE										MAXIMUM RATE
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
	FIRST 6 MONTHS	NEXT 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT STEP 5 RATE & 5 YRS SERVICE	AFTER 1 YEAR AT STEP 6 RATE & 6 YRS SERVICE	AFTER 1 YEAR AT STEP 7 RATE & 9 YRS SERVICE	AFTER 1 YEAR AT STEP 8 RATE & 14 YRS SERVICE	AFTER 1 YEAR AT STEP 9 RATE & 19 YRS SERVICE	
7	ANNUAL MONTHLY	94,080 7,840	98,856 8,238	103,944 8,662	109,068 9,089	115,620 9,635	121,500 10,125	127,632 10,636	133,908 11,159	136,548 11,379	147,672 12,306

OBM - COMP

SCHEDULE T

CARPENTERS - INSPECTORS LOCAL 13

January 1, 2026

		BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
CLASS GRADE	Entrance Rate				Top Base Rate	After 1 Year at	After 1 Year at	After 1 Year at	After 1 Year at	After 1 Year at	After 1 Year at	After 1 Year at	After 1 Year at
	First 6 Months		Next 12 Months	Next 12 Months	Next 12 Months	Top Base Rate	First Intermediate Rate & 6 Yrs Continuous Service	Intermediate Rate & 11 Yrs Continuous Service	Third Intermediate Rate & 14 Yrs Continuous Service	Top Intermediate Rate & 17 Yrs Continuous Service	First Longevity Rate & 20 Yrs Continuous Service	Second Longevity Rate & 23 Yrs Continuous Service	Third Longevity Rate & 25 Yrs Continuous Service
	6 Months	93,468	97,932	102,540	107,460	112,488	119,052	124,740	130,620	136,872	143,352	150,180	157,296
		7,789	8,161	8,545	8,955	9,374	9,921	10,395	10,885	11,406	11,946	12,515	13,108
16	ANNUAL												
	MONTHLY												
17	ANNUAL	102,540	107,460	112,488	117,876	123,528	130,620	136,872	143,352	150,180	157,296	164,736	172,572
	MONTHLY	8,545	8,955	9,374	9,823	10,294	10,885	11,406	11,946	12,515	13,108	13,728	14,381
18	ANNUAL	107,136	112,308	117,552	123,180	129,072	136,488	143,028	149,808	156,924	164,364	172,152	180,336
	MONTHLY	8,928	9,359	9,796	10,265	10,756	11,374	11,919	12,484	13,077	13,697	14,346	15,028

OBM - COMP

LABORERS LOCAL 1092

SCHEDULE U

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	Entrance Rate			Top Base Rate	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 8 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 11 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 14 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 17 Yrs Continuous Service	After 1 Year at First Longevity Rate & 20 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 23 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 25 Yrs Continuous Service
	First 6 Months	Next 12 Months	Next 12 Months	Next 12 Months								
5	ANNUAL MONTHLY	36,924 3,077	38,640 3,220	40,560 3,380	42,468 3,539	44,460 3,705	47,040 3,920	49,320 4,110	51,636 4,303	54,048 4,504	56,700 4,725	59,340 4,945
6	ANNUAL MONTHLY	40,560 3,380	42,468 3,539	44,460 3,705	46,560 3,880	48,828 4,069	51,636 4,303	54,048 4,504	56,700 4,725	59,340 4,945	62,100 5,175	65,076 5,423
7	ANNUAL MONTHLY	42,468 3,539	44,472 3,706	46,560 3,880	48,828 4,069	51,072 4,256	54,048 4,504	56,700 4,725	59,340 4,945	62,100 5,175	65,076 5,423	68,232 5,686
8	ANNUAL MONTHLY	44,460 3,705	46,560 3,880	48,828 4,069	51,072 4,256	53,520 4,460	56,700 4,725	59,340 4,945	62,100 5,175	65,076 5,423	68,232 5,686	71,412 5,951
9	ANNUAL MONTHLY	48,828 4,069	51,072 4,256	53,520 4,460	56,112 4,676	58,728 4,894	62,100 5,175	65,076 5,423	68,232 5,686	71,412 5,951	74,868 6,239	78,420 6,535
10	ANNUAL MONTHLY	53,520 4,460	56,112 4,676	58,728 4,894	61,524 5,127	64,440 5,370	68,232 5,686	71,412 5,951	74,868 6,239	78,420 6,535	82,092 6,841	86,064 7,172
11	ANNUAL MONTHLY	58,728 4,894	61,524 5,127	64,440 5,370	67,572 5,631	70,740 5,895	74,868 6,239	78,420 6,535	82,092 6,841	86,064 7,172	90,120 7,510	94,428 7,869
12	ANNUAL MONTHLY	64,440 5,370	67,572 5,631	70,740 5,895	74,160 6,180	77,616 6,468	82,092 6,841	86,064 7,172	90,120 7,510	94,428 7,869	98,892 8,241	103,572 8,631
13	ANNUAL MONTHLY	70,740 5,895	74,160 6,180	77,616 6,468	81,276 6,773	85,176 7,098	90,120 7,510	94,428 7,869	98,892 8,241	103,572 8,631	108,528 9,044	113,604 9,467
14	ANNUAL MONTHLY	77,628 6,469	81,276 6,773	85,176 7,098	89,244 7,437	93,468 7,789	98,892 8,241	103,572 8,631	108,528 9,044	113,604 9,467	119,064 9,922	124,776 10,398
16	ANNUAL MONTHLY	93,468 7,789	97,932 8,161	102,540 8,545	107,460 8,955	112,488 9,374	119,052 9,921	124,740 10,395	130,620 10,885	136,872 11,406	143,352 11,946	150,180 12,515
												157,296 13,108

OBM - COMP

SCHEDULE V

LABORERS LOCAL 1001

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES			LONGEVITY RATES					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
	Entrance Rate First 6 Months	Next 12 Months	Next 12 Months	Top Base Rate Next 12 Months	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 8 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 11 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 14 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 17 Yrs Continuous Service	After 1 Year at First Longevity Rate & 20 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 23 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 25 Yrs Continuous Service	
5	ANNUAL	36,924	38,640	40,560	42,468	44,460	47,040	49,320	51,636	54,048	56,700	59,340	62,100
	MONTHLY	3,077	3,220	3,380	3,539	3,705	3,920	4,110	4,303	4,504	4,725	4,945	5,175
6	ANNUAL	40,560	42,468	44,460	46,560	48,828	51,636	54,048	56,700	59,340	62,100	65,076	68,232
	MONTHLY	3,380	3,539	3,705	3,880	4,069	4,303	4,504	4,725	4,945	5,175	5,423	5,686
7	ANNUAL	42,468	44,460	46,560	48,828	51,072	54,048	56,700	59,340	62,100	65,076	68,232	71,412
	MONTHLY	3,539	3,705	3,880	4,069	4,256	4,504	4,725	4,945	5,175	5,423	5,686	5,951
8	ANNUAL	44,460	46,560	48,828	51,072	53,520	56,700	59,340	62,100	65,076	68,232	71,412	74,868
	MONTHLY	3,705	3,880	4,069	4,256	4,460	4,725	4,945	5,175	5,423	5,686	5,951	6,239
9	ANNUAL	48,828	51,072	53,520	56,112	58,728	62,100	65,076	68,232	71,412	74,868	78,432	82,080
	MONTHLY	4,069	4,256	4,460	4,676	4,894	5,175	5,423	5,686	5,951	6,239	6,536	6,840
10	ANNUAL	53,520	56,112	58,728	61,524	64,440	68,232	71,412	74,868	78,432	82,080	86,052	90,108
	MONTHLY	4,460	4,676	4,894	5,127	5,370	5,686	5,951	6,239	6,536	6,840	7,171	7,509
11	ANNUAL	58,728	61,524	64,440	67,572	70,740	74,868	78,432	82,080	86,052	90,108	94,428	98,892
	MONTHLY	4,894	5,127	5,370	5,631	5,895	6,239	6,536	6,840	7,171	7,509	7,869	8,241
12	ANNUAL	64,440	67,572	70,740	74,136	77,628	82,080	86,052	90,108	94,428	98,892	103,572	108,528
	MONTHLY	5,370	5,631	5,895	6,178	6,469	6,840	7,171	7,509	7,869	8,241	8,631	9,044
13	ANNUAL	70,740	74,136	77,628	81,276	85,176	90,108	94,428	98,892	103,572	108,528	113,592	119,052
	MONTHLY	5,895	6,178	6,469	6,773	7,098	7,509	7,869	8,241	8,631	9,044	9,466	9,921
14	ANNUAL	77,628	81,276	85,176	89,232	93,468	98,892	103,572	108,528	113,592	119,052	124,740	130,620
	MONTHLY	6,469	6,773	7,098	7,436	7,789	8,241	8,631	9,044	9,466	9,921	10,395	10,885
15	ANNUAL	85,176	89,232	93,468	97,932	102,540	108,528	113,592	119,052	124,740	130,620	136,872	143,352
	MONTHLY	7,098	7,436	7,789	8,161	8,545	9,044	9,466	9,921	10,395	10,885	11,406	11,946
16	ANNUAL	93,468	97,932	102,540	107,460	112,488	119,052	124,740	130,620	136,872	143,352	150,180	157,296
	MONTHLY	7,789	8,161	8,545	8,955	9,374	9,921	10,395	10,885	11,406	11,946	12,515	13,108
17	ANNUAL	102,540	107,460	112,488	117,876	123,528	130,620	136,872	143,352	150,180	157,296	164,736	172,572
	MONTHLY	8,545	8,955	9,374	9,823	10,294	10,885	11,406	11,946	12,515	13,108	13,728	14,381

OBM - COMP

OPERATING ENGINEERS - LOCAL 150

SCHEDULE W

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
	Entrance Rate			Top Base Rate	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 8 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 11 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 14 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 17 Yrs Continuous Service	After 1 Year at First Longevity Rate & 20 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 23 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 25 Yrs Continuous Service	
11	ANNUAL	58,728	61,524	64,440	67,572	70,740	74,868	78,432	82,080	86,052	90,108	94,428	98,892
	MONTHLY	4,894	5,127	5,370	5,631	5,895	6,239	6,536	6,840	7,171	7,509	7,869	8,241
12	ANNUAL	64,440	67,572	70,740	74,136	77,628	82,080	86,052	90,108	94,428	98,892	103,572	108,528
	MONTHLY	5,370	5,631	5,895	6,178	6,469	6,840	7,171	7,509	7,869	8,241	8,631	9,044

OBM - COMP

SALARY SCHEDULE FOR Non-REPRESENTED SENIOR MANAGEMENT EMPLOYEES

SCHEDULE X

July 1, 2025

CLASS GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
	First 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Next 12 Months	Maximum Rate
21	ANNUAL MONTHLY	135,816 11,318	153,132 12,761	163,248 13,604	170,436 14,203	176,004 14,667	180,552 15,046	187,740 15,645	190,680 15,890
22	ANNUAL MONTHLY	126,396 10,533	142,476 11,873	151,884 12,657	158,568 13,214	163,740 13,645	167,976 13,998	174,660 14,555	177,384 14,782
23	ANNUAL MONTHLY	110,856 9,238	124,848 10,404	133,044 11,087	138,840 11,570	143,352 11,946	147,024 12,252	150,132 12,511	155,220 12,935
31	ANNUAL MONTHLY	149,448 12,454	168,924 14,077	180,324 15,027	188,400 15,700	194,688 16,224	199,800 16,650	204,132 17,011	211,200 17,600
32	ANNUAL MONTHLY	139,140 11,595	157,332 13,111	167,964 13,997	175,512 14,626	181,356 15,113	186,156 15,513	190,188 15,849	196,788 16,399
33	ANNUAL MONTHLY	121,668 10,139	137,532 11,461	146,808 12,234	153,384 12,782	158,508 13,209	162,672 13,556	166,200 13,850	171,948 14,329
41	ANNUAL MONTHLY	164,412 13,701	184,800 15,400	196,740 16,395	205,200 17,100	211,752 17,646	217,128 18,094	221,652 18,471	229,044 19,087
42	ANNUAL MONTHLY	153,000 12,750	172,920 14,410	184,584 15,382	192,852 16,071	199,284 16,607	204,516 17,043	208,956 17,413	216,180 18,015
43	ANNUAL MONTHLY	133,836 11,153	150,768 12,564	160,680 13,390	167,700 13,975	173,160 14,430	177,612 14,801	181,368 15,114	187,524 15,627

OBM - COMP

**ILLINOIS COUNCIL OF POLICE
SALARY SCHEDULE for AVIATION SECURITY SERGEANTS**

SCHEDULE Y

January 1, 2026

CLASS GRADE	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
	Entrance Rate			Top Base Rate	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 7 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 10 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 13 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 16 Yrs Continuous Service	After 1 Year at First Longevity Rate & 19 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 22 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 24 Yrs Continuous Service	After 1 Year at Fourth Longevity Rate & 26 Yrs Continuous Service	
15	ANNUAL MONTHLY	75,276 6,273	78,852 6,571	82,584 6,882	86,556 7,213	87,768 7,314	92,892 7,741	97,260 8,105	101,892 8,491	106,776 8,898	111,780 9,315	117,132 9,761	122,712 10,226	126,696 10,558

OBM - COMP

**SALARY SCHEDULE for ILLINOIS COUNCIL OF POLICE
REPRESENTING
AVIATION SURVEILLANCE SPECIALIST**

SCHEDULE YZ

January 1, 2026

BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES				
STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
Entrance Rate First 6 Months	Next 12 Months	Next 12 Months	Top Base Rate Next 12 Months	After 1 Year at Top Base Rate & 5 Yrs Continuous Service	After 1 Year at First Intermediate Rate & 7 Yrs Continuous Service	After 1 Year at Second Intermediate Rate & 10 Yrs Continuous Service	After 1 Year at Third Intermediate Rate & 13 Yrs Continuous Service	After 1 Year at Top Intermediate Rate & 16 Yrs Continuous Service	After 1 Year at First Longevity Rate & 19 Yrs Continuous Service	After 1 Year at Second Longevity Rate & 22 Yrs Continuous Service	After 1 Year at Third Longevity Rate & 24 Yrs Continuous Service	After 1 Year at Fourth Longevity Rate & 26 Yrs Continuous Service
58,188	61,032	63,852	66,972	70,104	74,160	77,724	81,348	85,284	89,316	92,088	94,896	97,980
4,849	5,086	5,321	5,581	5,842	6,180	6,477	6,779	7,107	7,443	7,674	7,908	8,165

**CLASS
GRADE**

12
ANNUAL
MONTHLY

OBM - COMP

SALARY SCHEDULE for EMPLOYEES of the BOARD of ELECTION COMMISSIONERS

SCHEDULE Z

January 1, 2024

CLASS GRADE	STEP 1 ENTRANCE RATE	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YR AT STEP 10 & 14 YRS SERVICE	AFTER 1 YR AT STEP 11 & 18 YRS SERVICE	AFTER 1 YR AT STEP 12 & 22 YRS SERVICE
8	ANNUAL MONTHLY	28,044 2,337	28,752 2,396	29,472 2,456	30,204 2,517	30,960 2,580	31,740 2,645	32,532 2,711	33,348 2,779	34,176 2,848	35,028 2,919	35,804 3,067	37,728 3,144
9	ANNUAL MONTHLY	30,960 2,580	31,740 2,645	32,532 2,711	33,348 2,779	34,176 2,848	35,028 2,919	35,904 2,992	36,804 3,067	37,728 3,144	38,664 3,222	39,624 3,302	41,628 3,469
10	ANNUAL MONTHLY	34,176 2,848	35,028 2,919	35,904 2,992	36,804 3,067	37,728 3,144	38,664 3,222	39,624 3,302	40,620 3,385	41,628 3,469	42,672 3,556	43,728 3,644	45,948 3,829
11	ANNUAL MONTHLY	37,728 3,144	38,664 3,222	39,624 3,302	40,620 3,385	41,628 3,469	42,672 3,556	43,728 3,644	44,820 3,735	45,948 3,829	47,088 3,924	48,264 4,022	50,712 4,226
12	ANNUAL MONTHLY	41,628 3,469	42,672 3,556	43,728 3,644	44,820 3,735	45,948 3,829	47,088 3,924	48,264 4,022	49,476 4,123	50,712 4,226	51,984 4,332	53,280 4,440	55,980 4,665
13	ANNUAL MONTHLY	45,948 3,829	47,088 3,924	48,264 4,022	49,476 4,123	50,712 4,226	51,984 4,332	53,280 4,440	54,624 4,552	55,980 4,665	57,372 4,781	58,812 4,901	61,788 5,149
14	ANNUAL MONTHLY	64,920 5,410	65,736 5,478	66,552 5,546	67,380 5,615	68,220 5,685	69,072 5,756	69,936 5,828	70,812 5,901	71,700 5,975	72,600 6,050	73,500 6,125	75,348 6,279
15	ANNUAL MONTHLY	71,700 5,975	72,600 6,050	73,500 6,125	74,424 6,202	75,348 6,279	76,284 6,357	77,232 6,436	78,204 6,517	79,176 6,598	80,172 6,681	81,168 6,764	83,208 6,934

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
8	ANNUAL	38,664	39,624	40,620	41,628	42,672	43,728	44,820	45,948	47,088	48,264	49,476	50,712	51,984
	MONTHLY	3,222	3,302	3,385	3,469	3,556	3,644	3,735	3,829	3,924	4,022	4,123	4,226	4,332
9	ANNUAL	42,672	43,728	44,820	45,948	47,088	48,264	49,476	50,712	51,984	53,280	54,624	55,980	57,372
	MONTHLY	3,556	3,644	3,735	3,829	3,924	4,022	4,123	4,226	4,332	4,440	4,552	4,665	4,781
10	ANNUAL	47,088	48,264	49,476	50,712	51,984	53,280	54,624	55,980	57,372	58,812	60,276	61,788	63,336
	MONTHLY	3,924	4,022	4,123	4,226	4,332	4,440	4,552	4,665	4,781	4,901	5,023	5,149	5,278
11	ANNUAL	51,984	53,280	54,624	55,980	57,372	58,812	60,276	61,788	63,336	64,920	66,528	68,208	69,912
	MONTHLY	4,332	4,440	4,552	4,665	4,781	4,901	5,023	5,149	5,278	5,410	5,544	5,684	5,826
12	ANNUAL	57,372	58,812	60,276	61,788	63,336	64,920	66,528	68,208	69,912	71,652	73,440	75,288	77,160
	MONTHLY	4,781	4,901	5,023	5,149	5,278	5,410	5,544	5,684	5,826	5,971	6,120	6,274	6,430
13	ANNUAL	63,336	64,920	66,528	68,208	69,912	71,652	73,440	75,288	77,160	79,092	81,072	83,100	85,176
	MONTHLY	5,278	5,410	5,544	5,684	5,826	5,971	6,120	6,274	6,430	6,591	6,756	6,925	7,098
14	ANNUAL	76,284	77,232	78,204	79,176	80,172	81,168	82,176	83,208	84,240	85,296	86,364	87,432	88,524
	MONTHLY	6,357	6,436	6,517	6,598	6,681	6,764	6,848	6,934	7,020	7,108	7,197	7,286	7,377
15	ANNUAL	84,240	85,296	86,364	87,432	88,524	89,640	90,756	91,896	93,048	94,212	95,388	96,564	97,776
	MONTHLY	7,020	7,108	7,197	7,286	7,377	7,470	7,563	7,658	7,754	7,851	7,949	8,047	8,148

OBM - COMP

SECTION 3. Following due passage and approval, this Resolution shall be effective July 1, 2026.