

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. Starting with the vacation carryover process from 2025 to 2026, in addition to the vacation carryover allowed in this subsection (G)(2)(c) of this Section, when an employee's request to utilize vacation leave is denied in writing for work-related reasons by the head of the employee's department, it may be carried over to the following year if approved

by the employee's department head. Carryover vacation leave is to be on file subject to audit by the Budget Director and/or the Commissioner of Human Resources, or both, 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

	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
ANNUAL MONTHLY	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
	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
ANNUAL MONTHLY	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
	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
ANNUAL MONTHLY	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
	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
ANNUAL MONTHLY	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
	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
ANNUAL MONTHLY	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
	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			
ANNUAL MONTHLY	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			

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AMERICAN FEDERATION of STATE, COUNTY and MUNICIPAL EMPLOYEES COUNCIL 31

SCHEDULE B

January 1, 2026

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	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 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	
1	ANNUAL MONTHLY	28,392 2,366	30,732 2,561	32,148 2,679	33,708 2,809	35,304 2,942	37,344 3,112	39,132 3,261	41,004 3,417	42,948 3,579	44,940 3,745	47,088 3,924	49,356 4,113	50,964 4,247	
2	ANNUAL MONTHLY	29,784 2,482	32,148 2,679	33,708 2,809	35,304 2,942	36,960 3,080	39,132 3,261	41,004 3,417	42,948 3,579	44,940 3,745	47,088 3,924	49,356 4,113	51,648 4,304	53,328 4,444	
3	ANNUAL MONTHLY	31,164 2,597	33,708 2,809	35,304 2,942	36,960 3,080	38,700 3,225	41,004 3,417	42,948 3,579	44,940 3,745	47,088 3,924	49,356 4,113	51,648 4,304	54,072 4,506	55,824 4,652	
4	ANNUAL MONTHLY	34,224 2,852	35,304 2,942	36,960 3,080	40,560 3,380	42,468 3,539	44,940 3,745	47,088 3,924	49,356 4,113	51,648 4,304	54,072 4,506	56,712 4,726	59,364 4,947	61,296 5,108	
5	ANNUAL MONTHLY	35,832 2,986	36,960 3,080	38,700 3,225	40,560 3,380	42,468 3,539	44,940 3,745	47,088 3,924	49,356 4,113	51,648 4,304	54,072 4,506	56,712 4,726	59,364 4,947	61,296 5,108	
6	ANNUAL MONTHLY	39,336 3,278	40,560 3,380	42,468 3,539	44,496 3,708	48,864 4,072	51,648 4,304	54,072 4,506	56,712 4,726	59,364 4,947	62,136 5,178	65,112 5,426	68,256 5,688	70,476 5,873	
7	ANNUAL MONTHLY	41,196 3,433	42,468 3,539	44,496 3,708	48,864 4,072	51,108 4,259	54,072 4,506	56,712 4,726	59,364 4,947	62,136 5,178	65,112 5,426	68,256 5,688	71,436 5,953	73,752 6,146	
8	ANNUAL MONTHLY	43,164 3,597	44,496 3,708	46,560 3,880	48,864 4,072	53,532 4,461	56,712 4,726	59,364 4,947	62,136 5,178	65,112 5,426	68,256 5,688	71,436 5,953	74,916 6,243	77,352 6,446	
9	ANNUAL MONTHLY	47,364 3,947	48,864 4,072	51,108 4,259	53,532 4,461	58,764 4,897	62,136 5,178	65,112 5,426	68,256 5,688	71,436 5,953	74,916 6,243	78,432 6,536	82,140 6,845	84,804 7,067	
10	ANNUAL MONTHLY	51,936 4,328	53,532 4,461	56,124 4,677	58,764 4,897	64,488 5,129	68,256 5,688	71,436 5,953	74,916 6,243	78,432 6,536	82,140 6,845	86,112 7,176	90,144 7,512	93,072 7,756	
11	ANNUAL MONTHLY	57,000 4,750	58,764 4,897	61,548 5,129	64,488 5,374	70,752 5,896	74,916 6,243	78,432 6,536	82,140 6,845	86,112 7,176	90,144 7,512	94,452 7,871	98,928 8,244	102,144 8,512	
12	ANNUAL MONTHLY	62,544 5,212	64,488 5,374	67,608 5,634	70,752 5,896	77,640 6,181	82,140 6,845	86,112 7,176	90,144 7,512	94,452 7,871	98,928 8,244	103,608 8,634	108,576 9,048	112,104 9,342	
13	ANNUAL MONTHLY	68,616 5,718	70,752 5,896	74,172 6,181	81,324 6,777	85,200 7,100	90,144 7,512	94,452 7,871	98,928 8,244	103,608 8,634	108,576 9,048	113,628 9,469	119,100 9,925	122,976 10,248	
14	ANNUAL MONTHLY	75,336 6,278	77,640 6,470	81,324 6,777	85,200 7,100	93,504 7,792	98,928 8,244	103,608 8,634	108,576 9,048	113,628 9,469	119,100 9,925	124,848 10,404	130,668 10,889	134,916 11,243	
15	ANNUAL MONTHLY	82,644 6,887	85,200 7,100	89,244 7,437	93,504 7,792	102,588 8,163	108,576 8,549	113,628 9,048	119,100 9,925	124,848 10,404	130,668 10,889	136,908 11,409	143,400 11,950	148,056 12,338	
16	ANNUAL MONTHLY	90,732 7,561	93,504 7,792	97,956 8,163	102,588 8,549	107,508 8,959	119,100 9,925	124,848 10,404	130,668 10,889	136,908 11,409	143,400 11,950	150,240 12,520	157,332 13,111	162,444 13,537	
17	ANNUAL MONTHLY	99,480 8,290	102,588 8,549	107,508 8,959	112,536 9,378	117,912 9,826	130,668 10,889	136,908 11,409	143,400 11,950	150,240 12,520	157,332 13,111	164,880 13,740	172,584 14,382	178,188 14,849	

OBM - COMP

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

OBM - COMP

SALARY SCHEDULE for SWORN POLICE PERSONNEL

SCHEDULE D

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	STEP 11	
1	FIRST 12 MONTHS											
	ANNUAL	63,636	90,816	95,982	100,950	105,906	111,252	115,158	119,154	123,576	127,146	131,592
	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											
	ANNUAL	90,816	95,982	100,950	105,906	111,252	116,856	120,900	125,112	129,774	133,650	138,318
	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											
	ANNUAL	93,942	99,270	104,280	109,350	114,828	120,564	124,578	128,964	133,650	137,568	142,350
	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											
	ANNUAL	99,426	104,688	110,004	115,476	121,200	127,230	131,448	135,816	140,454	144,792	149,460
	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											
	ANNUAL	104,898	110,100	115,722	121,590	127,566	133,884	138,318	142,668	147,252	152,010	156,564
	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											
	ANNUAL	118,692	124,548	130,680	137,268	144,066	151,386	155,934	160,746	165,624	170,700	175,002
	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

Unit: 91

SALARY SCHEDULE for SWORN POLICE PERSONNEL SERGEANTS, LIEUTENANTS and CAPTAINS

SCHEDULE E

January 1, 2026

ENTRANCE RATE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
CLASS GRADE		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	104,892	110,100	115,722	121,590	127,566	133,890	138,318	142,668	147,252	152,010	156,564
	MONTHLY	8,741.00	9,175.00	9,643.50	10,132.50	10,630.50	11,157.50	11,526.50	11,889.00	12,271.00	12,667.50	13,047.00
4	ANNUAL	118,692	124,548	130,680	137,268	144,066	151,392	155,934	160,746	165,624	170,700	175,002
	MONTHLY	9,891.00	10,379.00	10,890.00	11,439.00	12,005.50	12,616.00	12,994.50	13,395.50	13,802.00	14,225.00	14,583.50
5	ANNUAL	130,680	137,268	144,066	151,392	158,862	166,680	171,456	176,292	181,188	185,676	188,352
	MONTHLY	10,890.00	11,439.00	12,005.50	12,616.00	13,238.50	13,890.00	14,288.00	14,691.00	15,099.00	15,473.00	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	74,526	90,816	95,982	100,950	105,906	111,252	115,158	119,154	123,978	128,892	133,404	
	MONTHLY	6,210.50	7,568.00	7,998.50	8,412.50	8,825.50	9,271.00	9,596.50	9,929.50	10,331.50	10,741.00	11,117.00	
1B	ANNUAL	79,056	96,354	101,796	107,046	112,326	117,996	122,136	126,384	131,472	136,686	141,498	
	MONTHLY	6,588.00	8,029.50	8,483.00	8,920.50	9,360.50	9,833.00	10,178.00	10,532.00	10,956.00	11,390.50	11,791.50	
2	ANNUAL	93,804	99,900	105,582	111,048	116,502	122,376	126,672	131,070	136,374	141,780	146,742	
	MONTHLY	7,817.00	8,325.00	8,798.50	9,254.00	9,708.50	10,198.00	10,556.00	10,922.50	11,364.50	11,815.00	12,228.50	
3	ANNUAL	92,142	97,344	102,252	107,214	112,596	118,170	122,166	126,366	131,034	134,928	139,644	
	MONTHLY	7,678.50	8,112.00	8,521.00	8,934.50	9,383.50	9,847.50	10,180.50	10,530.50	10,919.50	11,244.00	11,637.00	
3A	ANNUAL	93,942	99,276	104,280	109,362	114,828	120,564	124,590	128,964	133,656	137,568	142,356	
	MONTHLY	7,828.50	8,273.00	8,690.00	9,113.50	9,569.00	10,047.00	10,382.50	10,747.00	11,138.00	11,464.00	11,863.00	
3AB	ANNUAL	99,636	105,282	110,598	115,944	121,776	127,860	132,156	136,794	141,768	145,878	150,978	
	MONTHLY	8,303.00	8,773.50	9,216.50	9,662.00	10,148.00	10,655.00	11,013.00	11,399.50	11,814.00	12,156.50	12,581.50	
3AP	ANNUAL	103,338	109,200	114,708	120,300	126,312	132,624	137,952	141,864	147,024	151,326	156,594	
	MONTHLY	8,611.50	9,100.00	9,559.00	10,025.00	10,526.00	11,052.00	11,421.00	11,822.00	12,252.00	12,610.50	13,049.50	
3B	ANNUAL	97,728	103,230	108,414	113,730	119,424	125,328	129,570	134,046	138,984	143,094	148,092	
	MONTHLY	8,144.00	8,602.50	9,034.50	9,477.50	9,952.00	10,444.00	10,797.50	11,170.50	11,582.00	11,924.50	12,341.00	
3P	ANNUAL	101,358	107,076	112,482	117,942	123,852	129,984	134,382	139,008	144,138	148,416	153,612	
	MONTHLY	8,446.50	8,923.00	9,373.50	9,828.50	10,321.00	10,832.00	11,198.50	11,584.00	12,011.50	12,368.00	12,801.00	
4	ANNUAL	104,898	110,100	115,722	121,590	127,566	133,890	138,318	142,668	147,246	152,010	156,564	
	MONTHLY	8,741.50	9,175.00	9,643.50	10,132.50	10,630.50	11,157.50	11,526.50	11,899.00	12,270.50	12,667.50	13,047.00	
4B	ANNUAL	111,270	116,778	122,736	128,940	135,312	141,990	146,718	151,338	156,174	161,232	166,062	
	MONTHLY	9,272.50	9,731.50	10,228.00	10,745.00	11,276.00	11,832.50	12,226.50	12,611.50	13,014.50	13,436.00	13,838.50	
4P	ANNUAL	115,386	121,116	127,296	133,752	140,322	147,282	152,154	156,936	161,970	167,214	172,218	
	MONTHLY	9,615.50	10,093.00	10,608.00	11,146.00	11,693.50	12,273.50	12,679.50	13,078.00	13,497.50	13,934.50	14,351.50	
5	ANNUAL	118,692	124,548	130,680	137,268	144,066	151,392	155,934	160,752	165,624	170,700	175,002	
	MONTHLY	9,891.00	10,379.00	10,890.00	11,439.00	12,005.50	12,616.00	12,994.50	13,396.00	13,802.00	14,225.00	14,583.50	
5B	ANNUAL	125,874	132,096	138,612	145,734	152,832	160,560	165,408	170,520	175,692	181,062	185,598	
	MONTHLY	10,489.50	11,008.00	11,551.00	12,144.50	12,736.00	13,380.00	13,784.00	14,210.00	14,641.00	15,088.50	15,466.50	
5P	ANNUAL	130,566	136,998	143,754	150,996	158,472	166,530	171,528	176,826	182,184	187,764	192,504	
	MONTHLY	10,880.50	11,416.50	11,979.50	12,583.00	13,206.00	13,877.50	14,294.00	14,735.50	15,182.00	15,647.00	16,042.00	
6	ANNUAL	130,680	137,268	144,066	151,392	158,862	166,680	171,456	176,292	181,188	186,594	190,368	
	MONTHLY	10,890.00	11,439.00	12,005.50	12,616.00	13,238.50	13,890.00	14,288.00	14,691.00	15,099.00	15,549.50	15,864.00	
6B	ANNUAL	138,612	145,614	152,832	160,560	168,498	176,772	181,836	186,984	192,180	197,880	201,894	
	MONTHLY	11,551.00	12,134.50	12,736.00	13,380.00	14,041.50	14,731.00	15,153.00	15,582.00	16,015.00	16,490.00	16,824.50	
6P	ANNUAL	143,754	150,996	158,472	166,530	174,750	183,348	188,604	193,920	199,308	205,248	209,406	
	MONTHLY	11,979.50	12,583.00	13,206.00	13,877.50	14,562.50	15,279.00	15,717.00	16,160.00	16,609.00	17,104.00	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	76,020	82,884	89,112	97,332	106,272	115,992	126,756	130,476	141,132
	MONTHLY	4,727	4,955	5,209	5,468	5,738	6,032	6,335	6,907	7,426	8,111	8,856	9,666	10,563	11,761	13,059
5	ANNUAL	62,508	65,616	68,856	72,384	76,020	82,884	89,112	97,332	106,272	115,992	126,756	130,476	141,132	156,708	169,704
	MONTHLY	5,209	5,468	5,738	6,032	6,335	6,644	7,103	7,426	8,111	8,856	9,666	10,563	11,761	13,059	14,142
6	ANNUAL	68,856	72,384	76,020	82,884	89,112	97,332	106,272	115,992	126,756	130,476	141,132	156,708	169,704	184,888	200,176
	MONTHLY	5,738	6,032	6,335	6,644	7,103	7,426	8,111	8,856	9,666	10,563	11,761	13,059	14,142	15,670	17,349
7	ANNUAL	76,020	79,728	82,884	89,112	97,332	106,272	115,992	126,756	130,476	141,132	156,708	169,704	184,888	200,176	216,672
	MONTHLY	6,335	6,644	6,907	7,426	8,111	8,856	9,666	10,563	11,761	13,059	14,142	15,670	17,349	19,184	21,184
8	ANNUAL	82,884	85,236	89,112	93,156	97,332	101,628	106,272	111,000	115,992	121,320	126,756	132,392	138,232	144,272	150,512
	MONTHLY	6,907	7,103	7,426	7,763	8,111	8,469	8,856	9,250	9,666	10,110	10,563	11,030	11,500	12,016	12,528
9	ANNUAL	89,112	93,156	97,332	101,628	106,272	111,000	115,992	121,320	126,756	132,392	138,232	144,272	150,512	156,960	163,616
	MONTHLY	7,426	7,763	8,111	8,469	8,856	9,250	9,666	10,110	10,563	11,030	11,500	12,016	12,528	13,088	13,648
10	ANNUAL	97,332	101,628	106,272	111,000	115,992	121,320	126,756	132,392	138,232	144,272	150,512	156,960	163,616	170,480	177,552
	MONTHLY	8,111	8,469	8,856	9,250	9,666	10,110	10,563	11,030	11,500	12,016	12,528	13,088	13,648	14,256	14,864
11	ANNUAL	106,272	111,000	115,992	121,320	126,756	132,392	138,232	144,272	150,512	156,960	163,616	170,480	177,552	184,832	192,320
	MONTHLY	8,856	9,250	9,666	10,110	10,563	11,030	11,500	12,016	12,528	13,088	13,648	14,256	14,864	15,520	16,176
12	ANNUAL	115,992	121,320	126,756	132,392	138,232	144,272	150,512	156,960	163,616	170,480	177,552	184,832	192,320	200,000	207,888
	MONTHLY	9,666	10,110	10,563	11,030	11,500	12,016	12,528	13,088	13,648	14,256	14,864	15,520	16,176	16,880	17,584
13	ANNUAL	121,320	126,756	131,124	135,744	140,496	144,272	148,048	151,824	155,592	159,360	163,128	166,896	170,664	174,432	178,200
	MONTHLY	10,110	10,563	10,927	11,312	11,708	12,063	12,426	12,789	13,152	13,515	13,878	14,241	14,604	14,967	15,330
14	ANNUAL	126,756	131,124	135,744	140,496	144,272	148,048	151,824	155,592	159,360	163,128	166,896	170,664	174,432	178,200	181,968
	MONTHLY	10,563	10,927	11,312	11,708	12,063	12,426	12,789	13,152	13,515	13,878	14,241	14,604	14,967	15,330	15,693
15	ANNUAL	131,124	135,744	140,496	144,272	148,048	151,824	155,592	159,360	163,128	166,896	170,664	174,432	178,200	181,968	185,736
	MONTHLY	10,927	11,312	11,708	12,063	12,426	12,789	13,152	13,515	13,878	14,241	14,604	14,967	15,330	15,693	16,056

OBM - COMP

SCHEDULE I

January 1, 2026

PUBLIC SAFETY EMPLOYEES UNION - UNIT II

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 6 Months	Next 12 Months	Next 12 Months	Top Base Rate Next 12 Months	After 1 Year at Top Base Rate & 8 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 & 18 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 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	82,812 6,901	85,500 7,125
11	ANNUAL 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	90,876 7,573	93,828 7,819
12	ANNUAL 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	99,708 8,309	102,948 8,579
13	ANNUAL 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	99,708 8,309	104,376 8,698	109,404 9,117	112,956 9,413
14	ANNUAL 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	99,708 8,309	104,376 8,698	109,404 9,117	114,636 9,553	120,024 10,002	123,924 10,327
15	ANNUAL 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	109,404 9,117	114,636 9,553	120,024 10,002	125,808 10,484	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	143,712 11,976
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	154,092 12,841
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	160,680 13,390
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	173,616 14,468
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	187,524 15,627
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	216,180 18,015
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	229,044 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 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
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
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
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

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 YEARS 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 12,463	149,556 13,054	156,648 13,675	164,100 14,296
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

		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	
CLASS GRADE	1	ANNUAL	164,412	184,800	196,740	205,200	211,752	217,128	221,652	225,588	229,044
		MONTHLY	13,701	15,400	16,395	17,100	17,646	18,094	18,471	18,799	19,087
	2	ANNUAL	153,000	172,920	184,800	192,852	199,284	204,516	208,956	212,784	216,180
		MONTHLY	12,750	14,410	15,400	16,071	16,607	17,043	17,413	17,732	18,015
3	ANNUAL	133,836	150,768	160,680	167,700	173,160	177,612	181,368	184,800	187,524	191,280
		MONTHLY	11,153	12,564	13,390	13,975	14,430	14,801	15,114	15,400	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 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 & 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 MONTHLY	65,436 5,453	68,520 5,710	71,784 5,982	75,204 6,267	78,780 6,565	83,352 6,946	85,956 7,163	88,572 7,381	92,724 7,727	97,176 8,098	101,796 8,483	106,620 8,885	110,088 9,174
15	ANNUAL MONTHLY	75,168 6,264	78,732 6,561	82,464 6,872	86,376 7,198	87,564 7,297	92,700 7,725	97,080 8,090	101,700 8,475	106,572 8,881	111,588 9,299	116,952 9,746	122,484 10,207	126,468 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 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 5,493	83,592 6,966	87,888 7,324
FIRE COMMUNICATIONS OPERATOR II	ANNUAL MONTHLY	104,616 8,718	123,120 10,260	

OBM - COMP

MACHINISTS LODGE 126

SCHEDULE R

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	
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	78,432 6,536	82,080 6,840	86,052 7,171	90,108 7,509	94,428 7,869	98,892 8,241
12	ANNUAL MONTHLY	64,440 5,370	67,572 5,631	70,740 5,895	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
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
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
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

OBM - COMIP

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
	FIRST 6 MONTHS	NEXT 6 MONTHS	NEXT 12 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 & 14 YRS SERVICE	AFTER 1 YEAR AT STEP 9 RATE & 19 YRS SERVICE	AFTER 1 YEAR AT STEP 10 RATE & 21 YRS SERVICE
4	ANNUAL MONTHLY	79,452 6,621	83,304 6,942	87,504 7,292	91,956 7,663	97,644 8,137	102,444 8,537	107,544 8,962	113,004 9,417	118,716 9,893	124,572 10,381	128,616
5	ANNUAL MONTHLY	87,504 7,292	91,956 7,663	96,708 8,059	101,448 8,454	107,544 8,962	113,004 9,417	118,716 9,893	124,572 10,381	130,824 10,902	137,376 11,448	141,840 11,820
8	ANNUAL MONTHLY	106,488 8,874	111,936 9,328	117,528 9,794	123,360 10,280	129,540 10,795	137,376 11,448	144,300 12,025	151,572 12,631	159,168 13,264	167,148 13,929	172,584 14,382

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		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
	1	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
	ANNUAL									
	MONTHLY									

OBM - COMP

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

SCHEDULE SZ

January 1, 2026

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

OBM - COMP

SCHEDULE T

CARPENTERS - INSPECTORS LOCAL 13

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	
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
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 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 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	62,100 5,175
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	68,232 5,686
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	71,412 5,951
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	74,868 6,239
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	82,092 6,841
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	90,120 7,510
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	98,892 8,241
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	108,528 9,044
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	119,064 9,922
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	130,620 10,885
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

LABORERS LOCAL 1001

SCHEDULE V

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 & 3 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 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	62,100 5,175
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	68,232 5,686
7	ANNUAL MONTHLY	42,468 3,539	44,460 3,705	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	71,412 5,951
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	74,868 6,239
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	78,432 6,536	82,080 6,840
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	78,432 6,536	82,080 6,840	86,052 7,171	90,108 7,509
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	78,432 6,536	82,080 6,840	86,052 7,171	90,108 7,509	94,428 7,869	98,892 8,241
12	ANNUAL MONTHLY	64,440 5,370	67,572 5,631	70,740 5,895	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
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
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
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
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
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	164,736 13,728	172,572 14,381	179,552 15,036

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 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 & 3 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 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	78,432 6,536	82,080 6,840	86,052 7,171	90,108 7,509	94,428 7,869	98,892 8,241
12 ANNUAL MONTHLY	64,440 5,370	67,572 5,631	70,740 5,895	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

OBM - COMP

SALARY SCHEDULE FOR Non-REPRESENTED SENIOR MANAGEMENT EMPLOYEES

SCHEDULE X

July 1, 2025

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
CLASS GRADE	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	184,416 15,368	187,740 15,645
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	171,540 14,295	174,660 14,555
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	152,832 12,736
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	207,888 17,324
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	193,692 16,141
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	169,260 14,105
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	225,588 18,799
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	212,784 17,732
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	184,644 15,387
									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 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	
15	ANNUAL	75,276	78,852	82,584	86,556	87,768	92,892	97,260	101,892	106,776	111,780	117,132	122,712	126,896
	MONTHLY	6,273	6,571	6,882	7,213	7,314	7,741	8,105	8,491	8,898	9,315	9,761	10,226	10,558

OBM - COMP

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

SCHEDULE YZ

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
	First 6 Months	Next 12 Months	Next 12 Months	Next 12 Months									
12	ANNUAL	58,188	61,032	63,852	66,972	70,104	74,160	81,348	85,284	89,316	92,088	94,896	97,990
	MONTHLY	4,849	5,086	5,321	5,581	5,842	6,180	6,779	7,107	7,443	7,674	7,908	8,165

OBM - COMIP

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		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	28,044	28,752	29,472	29,472	30,204	30,960	31,740	32,532	33,348	34,176	35,028	35,904	36,804	37,728	38,664	39,624	40,620	41,628	42,672	43,728	44,820	45,948	47,088	48,264	49,476
	MONTHLY	2,337	2,396	2,456	2,456	2,517	2,580	2,645	2,711	2,779	2,848	2,919	3,002	3,067	3,144	3,222	3,302	3,385	3,469	3,556	3,644	3,735	3,829	3,924	4,022	4,123
9	ANNUAL	30,960	31,740	32,532	33,348	34,176	35,028	35,904	36,804	37,728	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	53,280	54,624	56,016
	MONTHLY	2,580	2,645	2,711	2,779	2,848	2,919	3,002	3,067	3,144	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	4,440	4,552	4,665
10	ANNUAL	34,176	35,028	35,904	36,804	37,728	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	53,280	54,624	56,016	57,456	58,944	60,480	62,064
	MONTHLY	2,848	2,919	2,992	3,067	3,144	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	4,440	4,552	4,665	4,781	4,901	5,023	5,149
11	ANNUAL	37,728	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	53,280	54,624	56,016	57,456	58,944	60,480	62,064	63,704	65,392	67,128	68,912
	MONTHLY	3,144	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	4,440	4,552	4,665	4,781	4,901	5,023	5,149	5,278	5,410	5,544	5,684
12	ANNUAL	41,628	42,672	43,728	44,820	45,948	47,088	48,264	49,476	50,712	51,984	53,280	54,624	56,016	57,456	58,944	60,480	62,064	63,704	65,392	67,128	68,912	70,752	72,636	74,568	76,544
	MONTHLY	3,469	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	4,901	5,023	5,149	5,278	5,410	5,544	5,684	5,829	5,977	6,128	6,284
13	ANNUAL	45,948	47,088	48,264	49,476	50,712	51,984	53,280	54,624	56,016	57,456	58,944	60,480	62,064	63,704	65,392	67,128	68,912	70,752	72,636	74,568	76,544	78,568	80,640	82,760	84,920
	MONTHLY	3,829	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	5,410	5,544	5,684	5,829	5,977	6,128	6,284	6,436	6,593	6,752	6,916
14	ANNUAL	64,920	65,736	66,552	67,380	68,220	69,072	69,936	70,812	71,700	72,600	73,500	74,424	75,348	76,284	77,232	78,204	79,176	80,172	81,168	82,176	83,208	84,264	85,344	86,448	87,568
	MONTHLY	5,410	5,478	5,546	5,615	5,685	5,756	5,828	5,901	5,975	6,050	6,125	6,202	6,279	6,357	6,436	6,517	6,598	6,681	6,764	6,848	6,934	7,020	7,108	7,197	7,286
15	ANNUAL	71,700	72,600	73,500	74,424	75,348	76,284	77,232	78,204	79,176	80,172	81,168	82,176	83,208	84,264	85,344	86,448	87,568	88,704	89,864	91,048	92,256	93,488	94,744	96,024	97,328
	MONTHLY	5,975	6,050	6,125	6,202	6,279	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	7,468	7,560	7,652	7,746	7,840	7,936	8,032

CLASS GRADE	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	
	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		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	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	53,280	54,624	56,016	57,456	58,944	60,480	62,064	63,704	65,392	67,128	68,912	70,752
	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	4,440	4,552	4,665	4,781	4,901	5,023	5,149	5,278	5,410	5,544	5,684	5,829
9	ANNUAL	42,672	43,728	44,820	45,948	47,088	48,264	49,476	50,712	51,984	53,280	54,624	56,016	57,456	58,944	60,480	62,064	63,704	65,392	67,128	68,912	70,752	72,636	74,568	76,544	78,568
	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	4,901	5,023	5,149	5,278	5,410	5,544	5,684	5,829	5,977	6,128	6,284	6,436
10	ANNUAL	47,088	48,264	49,476	50,712	51,984	53,280	54,624	56,016	57,456	58,944	60,480	62,064	63,704	65,392	67,128	68,912	70,752	72,636	74,568	76,544	78,568	80,640	82,760	84,920	87,096
	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	5,410	5,544	5,684	5,829	5,977	6,128	6,284	6,436	6,593	6,752	6,916	7,084
11	ANNUAL	51,984	53,280	54,624	55,980	57,372	58,812	60,276	61,768	63,336	64,920	66,528	68,160	69,816	71,496	73,200	74,928	76,680	78,456	80,256	82,080	83,928	85,800	87,704	89,632	91,584
	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	5,829	5,977	6,128	6,284	6,436	6,593	6,752	6,916	7,084	7,252	7,424	7,596	7,772
12	ANNUAL	57,372	58,812	60,276	61,768	63,336	64,920	66,528	68,160	69,816	71,496	73,200	74,928	76,680	78,456	80,256	82,080	83,928	85,800	87,704	89,632	91,584	93,544	95,528	97,536	99,568
	MONTHLY	4,781	4,901	5,023	5,149	5,278	5,410	5,544	5,684	5,829	5,977	6,128	6,284	6,436	6,593	6,752	6,916	7,084	7,252	7,424	7,596	7,772	7,948	8,128	8,312	8,496
13	ANNUAL	63,336	64,920	66,528	68,160	69,816	71,496	73,200	74,928	76,680	78,456	80,256	82,080	83,928	85,800	87,704	89,632	91,584	93,544	95,528	97,536	99,568	101,632	103,720	105,832	107,968
	MONTHLY	5,278	5,410	5,544	5,684	5,829	5,977	6,128	6,284	6,436	6,593	6,752	6,916	7,084	7,252	7,424	7,596	7,772	7,948	8,128	8,312	8,496	8,680	8,864	9,052	9,240
14	ANNUAL	76,284	77,232	78,204	79,176	80,172	81,168	82,176	83,208	84,264	85,344	86,448	87,568	88,704	89,864	91,048	92,256	93,488	94,744	96,024	97,328	98,656	99,992	101,344	102,712	104,104
	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	7,468	7,560	7,652	7,746	7,840	7,936	8,032	8,128	8,226	8,324	8,424	8,524
15	ANNUAL	84,240	85,296	86,364	87,432	88,524	89,640	90,756	91,896	93,048	94,212	95,388	96,568	97,760	98,964	100,184	101,416	102,664	103,928	105,208	106,504	107,816	109,144	110,488	111,848	113,224
	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	8,248	8,348	8,448	8,548	8,648	8,748	8,848	8,948	9,048	9,148	9,248	9,348

OBM - COMP

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