



COLLECTIVE BARGAINING AGREEMENT

Between

THE COUNTY OF WILL AND THE WILL COUNTY BOARD OF HEALTH

AND

AFSCME LOCAL 1028, AFL-CIO

December 1, 2021 – November 30, 2025

TABLE OF CONTENTS

	<u>PAGE</u>
PREAMBLE	1
ARTICLE I RECOGNITION	2
Section 1.1 - Recognition	2
Section 1.2 - New Classifications	2
Section 1.3 - Integrity of the Bargaining Unit	2
Section 1.4 - Union Exclusivity	2
ARTICLE II MANAGEMENT RIGHTS	2
Section 2.1 - Rights Residing in Management	2
Section 2.2 - Statutory Obligations	3
Section 2.3 - Work Rules	3
ARTICLE III UNION RIGHTS	3
Section 3.1 - Union Activity During Working Hours	3
Section 3.2 - Union Business Access	3
Section 3.3 - Time-Off for Union Activities	4
Section 3.4 - Union Bulletin Boards	4
Section 3.5 - Designation Of Stewards	4
ARTICLE IV UNION SECURITY	5
Section 4.1 - Union Presentation at Orientation	5
Section 4.2 - Union Withholding	5
Section 4.3 - Employer Neutrality	6
ARTICLE V HOURS OF WORK	6
Section 5.1 - Regular Hours	6
Section 5.2 - Work Week	6
Section 5.3 - Work Day	6
Section 5.4 - Work Shift	6
Section 5.5 - Work Schedule	6
Section 5.6 - Continuous Operations	7
Section 5.7 - Alternate Schedules	7
ARTICLE VI DAILY WORK BREAKS	7

Section 6.1 - Rest Periods	7
Section 6.2 - Meal Period	7
ARTICLE VII SENIORITY	8
Section 7.1 - Seniority Defined	8
Section 7.2 - Breaks in Continuous Service	8
Section 7.3 - Seniority Application	8
Section 7.4 - Layoff	9
Section 7.5 - Bumping	9
Section 7.6 - Recall	9
Section 7.7 - Consolidation or Elimination of Jobs	9
ARTICLE VIII ASSIGNMENT OF SHIFT AND DAYS OFF	10
Section 8.1 - General	10
ARTICLE IX JOB VACANCIES	10
Section 9.1 - Definition of a Permanent Vacancy	10
Section 9.2 - Posting	10
Section 9.3 - Job Assignment	11
Section 9.4 - Shift Preference	12
Section 9.5 - Promotions	13
Section 9.6 - Transfers to Different Work Locations	13
Section 9.7 - Temporary Assignment	14
Section 9.8 - Intra Agency Transfer	15
ARTICLE X HOLIDAYS	15
Section 10.1 - Holidays Recognized and Observed	15
Section 10.2 - Compensatory Day	16
Section 10.3 - Calendar Holiday on Scheduled Day Off	16
ARTICLE XI VACATIONS	16
Section 11.1 - Eligibility and Allowance	16
Section 11.2 - Vacation Pay	16
Section 11.3 - Choice of Vacation Period	17
Section 11.4 - Holidays During Vacation	17
Section 11.5 - Work During Vacation Period	17
Section 11.6 - Vacation Rights in Case of Retirement, Resignation or Separation	17

ARTICLE XII SICK LEAVE.....	18
Section 12.1 - Non-Work Related Sick Leave	18
Section 12.2 - Work-Related Disability	19
ARTICLE XIII LEAVE OF ABSENCE	19
Section 13.1 - Eligibility Requirements	19
Section 13.2 - Application for Leave Without Pay	19
Section 13.3 - Bereavement Leave.....	20
Section 13.4 - Maternity Leave	21
Section 13.5 - Failure to Return from Leave.....	22
Section 13.6 - Employee Rights After Leave.....	22
Section 13.7 - Personal Leave Days.....	22
Section 13.8 - Parental Leave.....	22
Section 13.9 - Jury Duty Leave.....	23
Section 13.10 - Modified Educational Leave.....	23
Section 13.11 - Family and Medical Leave Act.....	23
ARTICLE XIV OVERTIME.....	23
Section 14.1 - Rate of Pay	23
Section 14.2 - Compensatory Time-Off.....	24
Section 14.3 - Work at Employer's Option.....	24
ARTICLE XV WAGES AND BENEFITS	25
Section 15.1 - Employee Defined.....	25
Section 15.2 - Wage Schedule.....	25
Section 15.3 - Longevity	25
Section 15.4 - Call Time.....	26
Section 15.5 - Uniform Allowance.....	26
Section 15.6 - Group Insurance.....	27
Section 15.7 - Individual Insurance.....	30
Section 15.8 - Mandated Insurance	31
Section 15.9 - Payroll Deductions.....	31
Section 15.10 - Unpaid Leave Status Employees.....	31
Section 15.11 - Retired Employees and Legal Dependents	32
Section 15.12 - Surviving Legal Dependents.....	32

Section 15.13 - CEU Reimbursement	32
Section 15.14 - Employee Development	33
Section 15.15 - Training Pay:.....	35
ARTICLE XVI DISCIPLINE AND DISCHARGE.....	35
Section 16.1 - Definition	35
Section 16.2 - Manner of Discipline.....	36
Section 16.3 - Suspension Pending Discharge	36
Section 16.4 - Pre-Disciplinary Meeting.....	36
Section 16.5 - Notification and Measure of Disciplinary Action.....	37
Section 16.6 - Removal of Discipline.....	37
Section 16.7 - Polygraph	37
ARTICLE XVII SETTLEMENT OF GRIEVANCES.....	37
Section 17.1 - Grievance Definition.....	37
Section 17.2 - Grievance Steps.....	38
Section 17.3 - Advanced Grievance Step Filing	39
Section 17.4 - Timeliness	40
Section 17.5 - Meetings.....	40
Section 17.6 - Free Association.....	40
ARTICLE XVIII STRIKES AND LOCKOUTS	40
Section 18.1 - Lockouts.....	40
Section 18.2 - Strikes, Work Stoppages and Work Slow Downs.....	40
Section 18.3 - Sanctions for Breach	41
ARTICLE XIX SAFETY AND HEALTH	41
Section 19.1 - General Duty	41
Section 19.2 - Safety and Health Committee	41
Section 19.3 - Tools and Equipment	41
Section 19.4 - Protective Clothing.....	41
Section 19.5 - Inclement Weather Gear	42
Section 19.6 - Video Display Terminals	42
Section 19.7 - The Right to Know About Workplace Toxics	42
Section 19.8 - The Right to Refuse Work	42
Section 19.9 - Communicable Diseases and Blood Borne Pathogens	42

Section 19.10 - Flu Vaccination	43
ARTICLE XX GENERAL PROVISIONS	43
Section 20.1 - Pledge Against Discrimination and Coercion	43
Section 20.2 - Employee Review	43
Section 20.3 - Intent	44
Section 20.4 - Damage to Personal Property-Will County Health Department	44
Section 20.5 - Shift Differential	44
Section 20.6 - Required Physical Examinations	44
Section 20.7 - Mileage Reimbursement	44
Section 20.8 - Use of Employer Owned Vehicles	45
Section 20.9 - Labor Management Meeting	45
Section 20.10 - Job Audit and Career Ladder Committee	45
Section 20.11 - Printing of the Agreement	45
Section 20.12 - Indemnification	46
Section 20.13 - Welfare To Work	46
Section 20.14 - Bilingual Pay	46
ARTICLE XXI AUTHORITY OF THE AGREEMENT	46
Section 21.1 - Guarantee of Terms	46
Section 21.2 - Invalidations and Savings	46
Section 21.3 - Term and Effect	47
EXHIBIT A MEDICAL BENEFITS	48
EXHIBIT B EMPLOYEE HEALTH & WELLNESS PROGRAM	50
ANNEX A CLASSIFICATIONS	51
ANNEX B WAGES AND PAY SCHEDULE	53

PREAMBLE

This Agreement is entered into by and between the County of Will and Will County Board of Health, signatories hereto, hereinafter referred to as "the Employer", with and between the American Federation of State, County and Municipal Employees (AFSCME) Council 31, for and on behalf of its Local 1028, hereinafter referred to as "the Union", as agent/representative for the Bargaining Unit, hereinafter referred to as "the Employee(s)".

The purpose of the Agreement is to promote harmonious relations among the Employer, the Union, and the Employees; to establish an equitable and peaceful procedure for resolving grievances of the Employees; and to set forth certain terms of employment for Employees. The Union recognizes, however, that this Agreement shall in no way restrict the right of any governmental bodies or elected public officials to perform their duties and obligations, as required by law.

ARTICLE I
RECOGNITION

Section 1.1 - Recognition

The Employer recognizes the Union as the sole bargaining agent for Employees who are employees in the classifications indicated on Annex A, which is attached hereto and made a part hereof, in matters concerning wages, hours, working conditions, fringe benefits, and other employment problems.

Section 1.2 - New Classifications

When the Employer establishes a new classification, and that classification is a successor title to a classification covered by this Agreement with no substantial changes in duties, or the new classification contains a significant part of the work now done by any of the classifications in the Bargaining Unit, the new classification shall become a part of this Agreement.

Section 1.3 - Integrity of the Bargaining Unit

The Employer recognizes the integrity of the Bargaining Unit, and shall not take any action directed at eroding it. Subject to the provisions of this Agreement, the Employer shall continue to endeavor to assign Bargaining Unit work to Bargaining Unit Employees.

Section 1.4 - Union Exclusivity

The Employer shall not meet, discuss, confer, subsidize or negotiate with any other Employee organization or its representatives, on matters pertaining to hours, wages, and working conditions, nor shall the Employer negotiate with Employees over their hours, wages and working conditions, except as provided herein.

ARTICLE II
MANAGEMENT RIGHTS

Section 2.1 - Rights Residing in Management

Except as amended, changed or modified by this Agreement, the Employer retains the exclusive right to manage the operations, determine its policies, budget and operations, the manner of exercise of its statutory functions and the direction of its working forces, including, but not limited to the rights to hire, promote, demote, transfer, allocate and assign Employees; to discipline, suspend and discharge for just cause; to relieve Employees from duty, because of lack of work or other legitimate reasons; to determine the size and composition of the work force; to make and enforce reasonable rules of conduct and regulations; to determine the departments, divisions and sections and work to be performed therein; to determine the number of hours of work and shifts per workweek; to establish and change work schedules and assignments; to introduce new methods of operation; to eliminate, contract, and relocate or transfer work and maintain efficiency.

Section 2.2 - Statutory Obligations

Nothing in this Agreement shall be construed to modify, eliminate or detract from the statutory responsibilities and obligations of the Employer, except that the exercise of its rights in the furtherance of such statutory obligations shall not be in conflict with the provisions of this Agreement.

Section 2.3 - Work Rules

- a. Whenever the Employer determines it is necessary to formalize work rules, such rules shall be in writing.
- b. Copies of written work rules, including formal policies and procedures, shall be provided to affected Employees.

ARTICLE III UNION RIGHTS

Section 3.1 - Union Activity During Working Hours

- a. Employees shall, after giving appropriate notice to their supervisor, be allowed reasonable time-off, with pay, during working hours to investigate and process grievances, attend Union negotiations, labor/management meetings, and committee meetings, if such committees have been established by this contract, or meetings called or agreed to by the Employer, if such Employees are entitled or required to attend such meetings, by virtue of being Union representatives, stewards, witnesses, or grievants.
- b. Employees may not be excused from employment, for the purpose of Union negotiations, if such absence would substantially hinder the efficient operation of their Department.

Section 3.2 - Union Business Access

- a. The Employer agrees that a Local representative or officer, or AFSCME Staff Representative shall have reasonable access to the premises of the Employer for the purpose of the administration of this Agreement, giving notice upon arrival to the appropriate Employer representative.
- b. Appointments and/or schedules for all necessary Union business meetings, involving three (3) or more people from the Bargaining Unit on County premises, shall be made in advance, with the appropriate Agency Heads or their designated representatives.
- c. Time and space are to be made available, at reasonable times, as needed, in a manner that does not interfere with providing service to the public.

Section 3.3 - Time-Off for Union Activities

- a. A maximum of five (5) Local Union Representatives shall be allowed time-off, without pay, for legitimate Union business, such as State or area-wide Union committee meetings, or conventions, provided such Representatives shall give reasonable notice to their Supervisors of such absence, and shall be allowed such time-off, if it does not substantially interfere with the operating needs of the Employer.
- b. Employees may use any accumulated holidays, personal days, vacation days, or compensatory time in lieu of taking such time without pay.
- c. No more than seventy-five (75) working days shall be granted, per contract year, for all Employees of the Bargaining Unit. An Employee who utilizes accumulated time in lieu of taking such time without pay shall not have such days counted toward the seventy-five (75) day maximum.
- d. One Union officer shall be allowed time off, without pay, to attend the monthly County Board meeting, if it does not substantially interfere with the operating needs of the Employer. The Employer shall provide the Union President with a copy of the approved minutes of each Board of Health Meeting.

Section 3.4 - Union Bulletin Boards

- a. The Employer shall provide bulletin boards or space in each department or geographical location.
- b. The number, size and location of each board shall be mutually agreed to by the parties in each location.
- c. The boards and/or space shall be for the sole and exclusive use of the Union.
- d. The items posted shall not be political, partisan or defamatory in nature.
- e. The Agency Head shall be provided with a copy of notices upon posting.

Section 3.5 - Designation Of Stewards

The Union shall provide the Employer with a written designation of Stewards for each Bargaining Unit and shall keep the written designation current (to be revised within ten (10) calendar days of change). Union Stewards may represent Employees in any Agency or Bargaining Unit.

ARTICLE IV
UNION SECURITY

Section 4.1 - Union Presentation at Orientation

- a. By mutual arrangement regarding time and place with the Employer, the Union shall be allowed to orient, educate and update each Employee for up to one hour for the purpose of informing employees of their rights and obligations under this collective bargaining agreement and without loss of pay for the Employees involved. New hires shall be included in such orientation as soon as possible, but not later than one month from their initial date of employment.
- b. The Employer shall provide the Union with the names of new employees, home address, job title, worksite location, work telephone number, identification number, if available, date of hire, work email address, any home and personal cellular telephone numbers on file with the Employer, and any personal email addresses on file with the Employer within ten (10) working days after the new Employees report for duty. Such information shall be provided in Excel or other format as specified by the Union.

Section 4.2 - Union Withholding

- a. The Employer agrees to deduct from the pay of those who individually request it any or all of the following within thirty (30) days of notice of authorization, and in accordance with the terms of an employee's written authorization:
 1. Union membership dues, assessments, or fees;
 2. Union sponsored benefit programs;
 3. P.E.O.P.L.E. contributions (Public Employees Organized to Promote Legislative Equality)

Requests for any of the above shall be made on a form provided by the Union.

- b. Upon receipt of an appropriate written authorization from an Employee, such deduction shall be withheld from each regular payroll paycheck and remitted to the Union at the address designated, in writing, to the Employer by the Union. The Union shall advise the Employer of any increase in dues or other approved deductions in writing at least fifteen (15) days prior to its effective date.
- c. Employees wanting to revoke dues authorizations must be directed to the Union by the Employer. The Union will process the request and notify the Employer of the revocation.
- d. The Union Treasurer shall certify, to the Employer, the amount of the monthly dues, required for membership in the Union.

- e. This Section is pursuant to 50 ILCS 125/0.01 *et. seq.*

Section 4.3 - Employer Neutrality

- a. The Employer shall not discourage employees or applicants from becoming or remaining Union members or from authorizing dues deductions.
- b. All inquiries about Union membership shall be referred to the Union, except the Employer may communicate with employees regarding payroll procedures.
- c. The Employer will establish and make a good faith effort to implement a policy to prohibit and block the use of its email system by outside third parties to engage in the above referenced conduct.

ARTICLE V
HOURS OF WORK

Section 5.1 - Regular Hours

The regular hours of work each day shall be consecutive, except that they may be interrupted by a meal period.

Section 5.2 - Work Week

The workweek shall consist of five (5) consecutive, pre-scheduled, seven and one-half (7.5) hour days, except as provided in Section 5.6.

Section 5.3 - Work Day

Seven and one-half (7.5) hours of work within the twenty-four hour (24) period beginning at the scheduled time, shall constitute the workday, except as provided in Section 5.6.

Section 5.4 - Work Shift

Seven and one-half (7.5) consecutive hours of work shall constitute a work shift, except as provided in Section 5.6.

Section 5.5 - Work Schedule

- a. Employees whose work schedule vary more than one (1) hour from their current workday or who work in continuous operations shall have their work schedule posted at each job site at least thirty (30) days in advance.
- b. Except for emergency situations, work schedules shall not be changed, unless proven operational needs of the Employer so necessitate.
- c. Hereafter where changes in schedules affecting the employees are warranted by operational needs, the Employer shall notify the Union at least thirty (30) days in advance, and upon timely request, negotiate with it concerning such changes.

- d. Disputes over such changes shall be submitted at Step one (1) of the Grievance Procedure.

Section 5.6 - Continuous Operations

- a. Employees, engaged in continuous operations, are defined as being any Employee or group of Employees, engaged in an operation for which there is regularly scheduled employment for twenty-four (24) hours a day, seven (7) days a week.
- b. The work week, for Employees, engaged in continuous operations, shall consist of five (5) seven and one-half (7.5) hour days, or, if the needs of the institution require the scheduling of longer workdays, the schedule shall be in accordance with existing customs and practices; however, no Employee shall be regularly scheduled for work more than seventy-five (75) hours in a two (2) week period.

Section 5.7 - Alternate Schedules

In lieu of the normal workweek as defined in Section 5.2, an Employee may request a flextime schedule. Subject to the operational needs of the Employer, it is the policy to grant such request except that where there are more requests than may be accommodated; an Employee who demonstrates a greater personal need shall have preference.

ARTICLE VI
DAILY WORK BREAKS

Section 6.1 - Rest Periods

- a. All Employees' work schedules shall provide for a fifteen (15) minute rest period, during each half of their shift or workday, which shall be scheduled at the middle of each half of the shift or workday.
- b. Employees who, for any reason, work beyond their regular quitting time, i.e., beyond their regular seven and one-half (7.5) hour shift or workday, shall:
 - 1. Receive a fifteen (15) minute rest period, before or within a reasonable time after they start to work the additional time; and
 - 2. Be granted the regular rest periods that occur, during this shift.
- c. Employees, who are unable to take their first rest period, shall be able to combine such time, with their meal period or second rest period, that same day.

Section 6.2 - Meal Period

- a. All Employees shall be granted a meal period during each shift or workday.
- b. The meal period shall be scheduled at or near the middle of each shift or workday, in accordance with present standards and procedures, but in no event shall the meal

period be less than thirty (30) minutes. Employees shall have the right to leave the work site during such periods.

ARTICLE VII SENIORITY

Section 7.1 - Seniority Defined

- a. Seniority is defined as the length of continuous service of an Employee for the Employer, within a given County Agency, since the Employee's most recent date of hire. In the event that two (2) or more employees have the same seniority date, the tie shall be broken first by the Employee with the longest continuous service with the County in this AFSCME bargaining unit from most recent date of hire being the most senior. If the employees remain tied, a coin flip will determine the most senior.
- b. All Employees shall serve in a probationary status, for six (6) months from their current date of current appointment or hire.
- c. Each Agency shall provide the Union with a correct and accurate semi-annual Seniority List which includes each Employee's bargaining unit seniority date, current grade, step, and wage, as of November 30th, but no later than the following January 1st, and as of May 31st, but not later than the following July 1st.
- d. Service time spent outside the bargaining unit in the employment of the agency will not be credited as continuous service time for bargaining unit seniority. Such time will only be used in determining benefits coverage earned under the Collective Bargaining Agreement.

Section 7.2 - Breaks in Continuous Service

- a. An Employee's continuous service record shall be broken by voluntary resignation, discharge or retirement.
- b. If an Employee returns to work for the Employer, within one (1) year and has not withdrawn from the Illinois Municipal Retirement Fund (IMRF), the break in continuous service shall be disregarded, except that no seniority shall have accumulated during the break in service.
- c. There shall be no deduction from continuous service, for any time lost, which does not constitute a break in continuous service.

Section 7.3 - Seniority Application

- a. In all applications of seniority, the "ability of the Employee" shall include the qualifications of an Employee to perform the required work.

- b. Where ability and qualifications to perform the required work are, among the Employees concerned, relatively equal, seniority, as defined in Section 7.1 above, shall govern.

Section 7.4 - Layoff

- a. In the event it becomes necessary to lay-off Employees, for any reason, they shall be laid-off in the inverse order of their seniority, in the Will County Health Department.
- b. No full-time Employee shall be laid-off, until any part-time, temporary, provisional or emergency Employee has first been laid-off.

Section 7.5 - Bumping

When Employees are laid-off, due to a reduction in force (RIF), they shall be permitted to exercise their seniority rights, to replace Employees with less seniority, provided that senior Employees have the ability and qualifications to fill the position in question.

Section 7.6 - Recall

- a. Employees shall be recalled from layoff, according to their seniority.
- b. Employees shall remain on lay off recall status for four (4) years.
- c. Notice of recall shall be given to the Employee, in writing, by certified mail, at the last known address of the Employee on file with the Agency. It shall be the responsibility of the Employee to maintain a current address with the Agency.
- d. Upon recall, a laid-off Employee shall have ten (10) working days from the date of receipt of the certified letter to accept recall. An unclaimed letter shall be considered as a refusal to return to work. If the Employee fails to return to work after notification, the Employee shall lose all recall rights.
- e. No new bargaining unit Employees shall be hired until all Employees, who have been on layoff status not more than four (4) years and who desire to return to work have been given a recall notice as provided herein.

Section 7.7 - Consolidation or Elimination of Jobs

- a. The Employer shall notify the Union thirty (30) days, prior to a layoff or the consolidation or elimination of jobs, as defined, in this Section. After such notification to the Union, the parties will meet within ten (10) working days for impact bargaining unless otherwise mutually agreed upon.
- b. Upon notification, the Employer and the Union shall meet and negotiate the impact on Employees affected.

- c. The ultimate decision, as to which positions and/or Employee classes are to be affected by any lay-off and when, is vested in the Employer.
- d. Employees, displaced by the elimination of jobs through lay off, job consolidation (combining the duties of two or more jobs), the installation of new equipment or machinery, the curtailment or replacement of existing facilities, the development of new facilities, or for any other reason, shall be permitted to exercise their seniority rights, to transfer to any job in that agency, provided the Employee has the ability to perform the job.

ARTICLE VIII
ASSIGNMENT OF SHIFT AND DAYS OFF

Section 8.1 - General

Employees shall have permanent shift and job assignments, based on seniority.

ARTICLE IX
JOB VACANCIES

Section 9.1 - Definition of a Permanent Vacancy

For the purposes of this Article a permanent vacancy is created when:

- a. The Employer determines to increase the work force and to fill the new position(s).
- b. Any of the following personnel transactions take place and the Employer determines to replace the previous incumbent: terminations, transfers, promotions, demotions, and related transactions.

Section 9.2 - Posting

- a. Permanent vacancies shall be posted for bid, on a bulletin board in each work site of the posting Agency, for a period of ten (10) calendar days, as well as in other County Agencies. On the day of posting a vacancy for bid, the posting Agency shall provide the Union President or his/her designee with a copy of the posting.
- b. Employees interested in the vacancy must submit a County application to the Employer's designated agent within the ten (10) calendar day period. Employees who have not successfully completed their probationary period in their current position will not be allowed to apply for other positions within the Department.
- c. The bid notice shall state the position classification, the shift, the work location and assignment and the rate of pay for such job; however, the shift, work location or job assignment may be subject to change, as a result of the exercise of shift or job assignment preference, and the exercise of a shift or job assignment preference shall not necessitate reposting.

- d. Permanent vacancies shall be filled by the application of the provisions of this Article and Article VII, in the following order of priority:
 - 1. Job assignment and shift preference
 - 2. Recall or transfer on layoff
 - 3. Promotion and voluntary reduction
 - 4. Transfer

Section 9.3 - Job Assignment

- a. When a job assignment vacancy is posted and more than one (1) Employee, within the position classification, requests such assignment, the basis of Employee selection shall be in accordance with Section 7.3.
- b. When a new job assignment is created and more than one (1) Employee, within the position classification, requests such assignment, the most senior Employee shall be given first consideration therefore.
- c. When permanent changes in job assignments are made by the Employer, in any Agency, the Employees, within the position classification affected by the change, may exercise their seniority, as defined in Article VII, to remain at their current assignments.
- d. When a job assignment vacancy is filled by job assignment preference, any vacancy created, as a result of such selection, shall thereafter be filled from the original bid list, without further posting; however, Employees, exercising their rights under this subsection, may do so only once every ninety (90) days.
- e. If the posted vacancy does not result in any Employee changing job classification and is just a job assignment posting, the following shall apply:
 - 1. Once the posted job assignment vacancy is filled, from those Employees in the same job classification who requested such, there shall be no further posting to fill the vacated assignment, unless the filling of such would therefore result in an Employee changing job classifications;
 - 2. Notwithstanding the seniority provisions, the vacated assignment shall be filled by the Employer, from available Employees in the same job classification, except that a request for such assignment, by the most senior Employee in the same classification making such request, shall be honored by the Employer.
- f. If the posted vacancy shall eventually result in any Employee changing job classification (promotions, etc.), the following shall apply:

1. If the posted vacancy is filled by a request from an Employee in the same job classification from another work assignment, there shall be no additional posting to fill the vacated assignment, unless otherwise agreed on an Agency basis.
2. Such vacated assignment shall be filled, pursuant to Section 9.3c above, from among those Employees, not in the posted classification, who bid on the original vacancy and who have the qualifications and ability to do the work.

Section 9.4 - Shift Preference

- a. Absent any emergency operating needs, as defined by the Employer, or unless waived by mutual written agreement between the Employer and the Employee, any permanent change in an Employee's normal shift assignment, shall be preceded by a seven (7) day advance written notice.
- b. When permanent changes in shift assignments are made, Employees, within a position classification in an Agency, shall be entitled to exercise seniority, as defined in this Article, to retain their current shift assignments.
- c. During each contract year, an Employee shall be permitted to exercise seniority, as defined in Article VII, to displace in the shift of his choice, the least senior Employee within such position classification and shift, so long as the Employee is able and qualified to perform the duties of the shift, and such choice is exercised within the Employee's normal area of assignment (unit in the Nursing Home, or geographical location within an Agency, etc.) except that an Employee shall be permitted to exercise his choice hereunder only once, during each contract year.
- d. "Shift Bumping" Request Procedure:
 1. Requests shall be made, in writing, to the immediate supervisor, at least fifteen (15) days, in advance of the time the Employee requests such shift change to take place.
 2. The Employee, being displaced by such request, shall be given notice of such displacement and the shift assigned as soon as possible, but no later than ten (10) working days, prior to such change.
 3. The change or exchange of shifts shall take place starting with the first day of the "bumped" Employee's workweek.
 4. Such change may cause the displacing Employee's requested date of change to be delayed, but by no more than seven (7) days after the effective date of change requested.
 5. A Displaced Employee may exercise his seniority to displace the least senior Employee on a shift of his preference and such Employees may give fifteen

(15) days' notice, required by Section 9.4d(1) above, any time after he receives notice of the original displacement.

- e. The Employer shall notify the Union of all shift displacements, prior to the actual displacements taking place.

Section 9.5 - Promotions

- a. The term "promotion" means the advancement of an Employee to a higher paying grade.
- b. If two (2) or more Employees apply to fill a promotional vacancy, it shall be filled in accordance with seniority, as defined and applied in Article VII.
- c. The Employer shall judge the ability of Employees objectively and on the basis of merit factors.
- d. The promoted Employees shall serve a thirty (30) day probationary period.
- e. If, during the probationary period, Employees should prove not to have the ability to perform the required work, they shall be returned to their former job classification.
- f. No Employee shall be expected to have more ability or qualifications than are necessary to perform the required work.
- g. Any promoted Employees, during the thirty (30) day probation period, may request and be granted a return to their former classifications.
- h. During the probationary period, the promoted Employees' former positions shall be filled, as a temporary assignment.
- i. When an Employee is promoted, the promoted Employee shall receive an increase in pay at the time of promotion.

Section 9.6 - Transfers to Different Work Locations

- a. An Employee, desiring to transfer to the same position classification, in a different geographic work location, within the same Agency, i.e., a location that would generate a different address, shall file a request for transfer, which shall be effective for one (1) year, with the appropriate Agency head or designated agent.
- b. Employees may not transfer under this Section more than once every twelve (12) months.
- c. When a vacancy is not filled, by the exercise of appropriate measures, as outlined in this Article, it shall be filled on the basis of seniority, as defined in Article VII, from among those who made proper request for transfers.

Section 9.7 - Temporary Assignment

- a. The Employer may, within the provisions of this Article, temporarily assign an Employee to perform the duties of another position classification.
- b. The Employer shall attempt to make temporary assignments to Employees in the next lower classification, in the series in which the temporary assignment occurs, and shall equitably distribute such assignments on a rotating basis, giving due consideration to seniority and the operating needs of the Agency.
- c. To be eligible for temporary assignment pay, Employees must:
 1. Be directed to perform duties or the duty which distinguish the position classification and/or be held accountable for the responsibility of a different position classification; and
 2. Perform duties and/or be held accountable for responsibilities not considered a normal part of their regular position classification.
- d. Employees, temporarily assigned to a position classification, in a pay grade equal to or lower than their permanent classification, shall be paid their proper, permanent position classification rate.
- e. If Employees are temporarily assigned to a position classification, having a higher pay grade than their permanent position classification, they shall be paid such higher pay grade.
- f. The time limits, for temporarily filling a position classification, shall be as listed in this Section and stated in terms of work days or calendar months, except that such time limits herein may be extended by mutual agreement of the parties:
 1. While the Employer posts and fills a job vacancy for a period of thirty (30) work days from the date of posting.
 2. While an absent regular incumbent is using Sick Leave, or other accumulated time-off, i.e., vacation, holidays, personal days, etc.
 3. While a regular incumbent is on disciplinary suspension or layoff, for a period not to exceed thirty (30) work days, within six (6) calendar months.
 4. While a regular incumbent is attending required training classes.
 5. While a regular incumbent is on any authorized leave of absence, for a period, not to exceed six (6) months.
 6. While there is temporary change in workload, or other reasonable work-related circumstance, for a period not to exceed thirty (30) workdays, in any twelve (12) calendar months.

- g. For temporary assignment, except those to relieve an Employee for a rest period(s) or a meal period, the Employer shall pay the Employee the higher rate for the full time of such assignment(s). For the purpose of calculation:
 - 1. Any temporary assignment, of less than one-half day, shall be considered one-half day; and
 - 2. Any temporary assignment, of more than one-half but less than a full day, shall be considered a full day.
- h. The Employer shall not split duties or rotate or reassign other Employees to any specific temporary assignment, in order to circumvent the payment provisions of this Agreement.
- i. When Employees return from a temporary assignment, they shall be allowed reasonable time to catch up, check and integrate the work of their regular assignment.

Section 9.8 - Intra Agency Transfer

An Employee who transfers or bumps into a classification within the Health Department, which has a grade that is identical to that of the Employee's current classification, shall not have his/her step rate decreased.

ARTICLE X
HOLIDAYS

Section 10.1 - Holidays Recognized and Observed

- a. The following days shall be recognized and observed as paid holidays, for which Employees shall receive one (1) day's pay or a compensatory day off with pay:

New Year's Day	Labor Day (Observed Monday)
Martin Luther King, Jr. Holiday	Columbus Day (Observed Monday)
Lincoln's Birthday	Veteran's Day
President's Day	Thanksgiving Day
Good Friday	Thanksgiving Friday
Memorial Day (Observed Monday)	Christmas Day
Independence Day	Juneteenth Day
- b. Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.
- c. Whenever any of the holidays, listed above, shall fall on a Saturday, the preceding Friday shall be observed, as the holiday.
- d. Employees in continuous operations shall select all their holidays and specific shifts to be worked on the basis of seniority at that particular work site. Employees shall

not be required to work more than one (1) major holiday (Christmas, Thanksgiving and Independence Day) and three (3) minor holidays.

Section 10.2 - Compensatory Day

When a holiday falls on an Employee's scheduled day off, or an Employee works on a holiday, equivalent time off shall be granted, within a time mutually agreed to, at a time convenient to the Employee and consistent with the Employer's operational needs.

Section 10.3 - Calendar Holiday on Scheduled Day Off

- a. In addition to their regular hourly wages or normal time off, due an Employee as holiday pay, Employees shall be paid at the rate of double time for hours actually worked, provided the holiday worked is in excess of a thirty-seven and one-half (37.5) hour week.
- b. A holiday, for this provision, is defined to be any actual calendar holiday or any observed day of a calendar holiday.

ARTICLE XI
VACATIONS

Section 11.1 - Eligibility and Allowance

- a. Employees shall be granted an annual, paid vacation for the period specified below, based upon the following service requirements:

<u>Service Requirements</u>	<u>Vacation Period</u>
Hire through four (4) years	Nine (9) hours/month
Five (5) through nine (9) years	Eleven (11) hours/month
Ten (10) through fourteen (14) years	Thirteen (13) hours/month
After fourteen (14) years	Sixteen (16) hours/ month

- b. Employees shall not be eligible to use vacation time during their probationary period. Upon completion of their probationary period employees shall be awarded nine (9) hours of vacation time for each month worked.

Section 11.2 - Vacation Pay

- a. The rate of vacation pay shall be the Employee's regular base rate straight time pay, including shift differential.
- b. Employees shall receive their vacation pay, on the regularly scheduled pay periods.

Section 11.3 - Choice of Vacation Period

- a. Time-off and vacation periods shall be selected by Employees according to their seniority.
- b. The Employer shall follow the seniority basis, as far as practical.
- c. Employees shall not be required to request vacation more than forty-five (45) days in advance for vacation periods of one (1) week or more. Vacation requests shall be answered within five (5) days in writing.
- d. Employees shall be allowed to accumulate vacation time up to a maximum of two hundred twenty-five (225) hours.
- e. Vacation time may be taken in increments of no less than one-fourth (1/4) hour and at any time after it is earned.

Section 11.4 - Holidays During Vacation

- a. If a holiday occurs, during the calendar week, in which a vacation is taken by Employees, those Employees shall be allowed an additional vacation day, for every holiday which occurs during their scheduled vacation period.

Section 11.5 - Work During Vacation Period

- a. Employees shall not be required to work during their vacation periods.
- b. Any Employees who are requested to and do work during their vacation period shall be paid at a rate twice their regular rate.
- c. Employees who do work during their vacation period shall have the right to reschedule their vacation to any other future period in accordance with the Employee's scheduling rights, as described in Section 11.3 above.
- d. By mutual agreement of the Employee and the Employer, an Employee shall be compensated for all or any portion of their accumulated vacation time rather than taking the time off. Employees shall receive their compensation on the pay period following the agreement unless the parties agree otherwise. If this option is selected, subsections b and c do not apply.

Section 11.6 - Vacation Rights in Case of Retirement, Resignation or Separation

Upon retirement, resignation or separation Employees shall be paid in full for all accrued vacation time not to exceed two hundred twenty-five (225) hours.

ARTICLE XII
SICK LEAVE

Section 12.1 - Non-Work Related Sick Leave

- a. An Employee, contracting or incurring any non-service connected illness or injury, which renders such Employee unable to perform the duties of his employment, shall receive Sick Leave, with pay, for a period not to exceed the number of such Employee's accrued sick days; and further, an Employee shall be allowed to use accrued Sick Leave, for the purpose of caring for an ill or injured member of the immediate family. The immediate family of the Employee or spouse shall include spouse, mother, father, child, sister, brother, grandparents, grandchildren, stepparents, step-children, legal guardian, or other persons currently resident in the immediate household.
- b. Employees shall be first eligible to use Sick Leave, after they have completed three (3) months of employment, with the Employer.
- c. Employees shall be allowed nine (9) hours of Sick Leave, for each month of service.
- d. Employees shall start to earn Sick Leave, from their dates of hire, and they shall accumulate Sick Leave, as long as they are in the service of the Employer, to a maximum of 1,800 hours.
- e. No Sick Leave or unpaid leave shall exceed 1,800 hours unless it is extended in writing by agreement, but in no case, shall any such leave or unpaid leave exceed a total of one (1) year.
- f. An Employee, on Sick Leave, shall suffer no loss of seniority and shall continue to accumulate seniority.
- g. Records must be kept of accumulated Sick Leave and such records shall be made available to the Employee.
- h. Employees shall be compensated for one-half (1/2) of any accumulated Sick Leave, when they are permanently separated from employment, as a result of retirement or death:
 1. In the event of death, payment is to be made to the estate of Employee or Employee's heirs.
 2. To retire, a person must have twenty (20) years service, or have attained age fifty-five (55), with at least eight (8) years service.
 3. The amount of payment, for all unused Sick Leave, is to be calculated at the Employee's rate of pay, in effect on the payday immediately preceding the date of the Employee's permanent separation.

- i. In the event of resignation:
 - 1. Employees shall be paid two (2) days, for each year of service, not to exceed their accumulated Sick Leave balances.
 - 2. Any payment, to Employees, is to be calculated at their rates of pay, in effect on the payday immediately preceding the date of their resignations.
- j. An Employee who does not use any sick time during the full fiscal year shall receive one additional personal day during the following fiscal year.

Section 12.2 - Work-Related Disability

- a. In all cases, when Employees are forced to be absent from work, by reason of injury or illness, arising out of the scope of their employment and covered by Workers' Compensation benefits, they shall be paid the difference between the amount of weekly Workers' Compensation benefits to which such Employees would be entitled and the Employees' full weekly salaries, as of the day they last worked, for a period not to exceed sixty (60) weeks.
- b. In the event that the length of absence from work of the Employees do not qualify them for Workers' Compensation payments, during the first three (3) days of their absences, then, in such case, they shall receive their full salaries for this three (3) day period from the County, and such time lost shall not be charged to Sick Leave time.

**ARTICLE XIII
LEAVE OF ABSENCE**

Section 13.1 - Eligibility Requirements

- a. Employees shall be first eligible for leaves of absence, after they have successfully completed their probationary period of employment with the Employer, except that in the case of bereavement and jury duty leaves or in a case of extreme emergency the Employee shall be eligible for such leaves upon commencing employment. If an Employee is granted a leave because of an extreme emergency, the Employee's probationary period shall be extended for the same length of time as the leave granted.
- b. Notwithstanding any other provision herein to the contrary, the Employer has the exclusive right to determine whether and when any leaves of absence may be granted. The Employer shall not arbitrarily deny Employee's requests for Leave of Absence.

Section 13.2 - Application for Leave Without Pay

- a. Any request for a leave of absence shall be submitted, in writing, by Employees to their immediate supervisor.

- b. The request shall state the reason the leave of absence is being requested and the approximate length of time-off that the Employee desires.
- c. Employees may take an unpaid leave of absence from their employment if they secure written permission from the Employer.
- d. Authorization for a leave of absence must be in writing and must contain the signature of the Employer's authorized representative.
- e. Permission for unpaid leave of absence shall not be unreasonably withheld, but in no case shall a leave be granted for employment elsewhere, except for work directly related to the operation of the Union.
- f. Any request for a leave of absence shall be answered promptly:
 - 1. A request for a short leave of absence (defined as a leave not exceeding a month) shall be answered within seven (7) days.
 - 2. A request for a leave of absence exceeding one (1) month shall be answered within ten (10) days.
- g. No unpaid leave shall exceed six (6) months, unless it is extended in writing by agreement, but in no case, shall any such extended leave exceed a total of one (1) year.
- h. An Employee on unpaid leave shall not accumulate any seniority.

Section 13.3 - Bereavement Leave

- a. An Employee may take Bereavement Leave, which shall not affect his seniority, for a necessary period of absence, up to four (4) days, which may be extended to a maximum of seven (7) days by the Employer, depending on the distance to travel, caused by a death, in the immediate family of the Employee or the Employee's spouse or civil union partner. In the event of the death of the spouse, civil union partner, or child of the Employee, an Employee may take Bereavement Leave, which shall not affect his seniority, for up to a maximum period of absence to (10) ten days (up to seven (7) days paid) regardless of travel distance. Bereavement leave under this section shall run concurrently with any bereavement leave the Employee may be entitled to under the Family Bereavement Leave Act ("FBLA"). Such leave must be taken within 30 days of the death of the immediate family member.
- b. Requests for a Bereavement Leave shall be answered by the end of the shift on which the request is submitted.
- c. Employees shall be paid their regular base rate of pay, for each working day, while they are on Bereavement Leave.

- d. The immediate family *as used in paragraph (a) above* shall include spouse, civil union partner, mother, father, child, sister, brother, grandparents, grandchildren, step-parents, step-children, legal guardian, or other persons currently residing in the immediate household. Up to three and one-half (3.5) hours of Bereavement Leave shall be authorized for any other relative or for a friend who had died.
- e. Eligible Employees with one year of service and (at least 1,250 hours in the prior 12-month period) also may take unpaid time off for this purpose pursuant to the FMLA; the FMLA time runs concurrently with FBLA pursuant to Section 13.3(a) through (d) above for a total of 12 workweeks of time off in a 12-month period.

Section 13.4 - Maternity Leave

- a. Employees shall be granted leaves of absence, to cover periods of their pregnancy.
- b. The length of such leave shall not exceed six (6) months but may be renewed pursuant to Section 13.1 above.
- c. Seniority and continuous service shall be retained by and accumulate for the Employee, during the first six (6) months of such leave.
- d. A pregnant Employee shall inform her immediate supervisor of her condition, not later than three (3) months prior to her expected date of delivery and shall present to her immediate supervisor a written statement, signed by her physician, stating the expected date of delivery.
- e. A pregnant Employee may continue her regular duties, so long as her physician, upon request by the Employer, states in writing that she is able to perform her normal work assignments.
- f. An Employee, who has been absent because of maternity leave, may return to employment, as soon as her physician advises the Employer, in writing, that she is then able to perform her normal work assignments.
- g. Sick Leave may be used, to cover periods of disability occurring during or caused by pregnancy and condition thereof and accumulation of seniority during such periods shall be in accordance with Section 12.1(f).
- h. For the first two (2) months of maternity leave, the cost sharing of health insurance premiums shall continue in the same amounts as if the Employee was still an active Employee. This provision shall be applicable once during the course of a pregnancy.
- i. In the event an Employee, who is on maternity leave and who is also on concurrent unpaid FMLA, exhausts their FMLA while on maternity leave, the cost sharing of health insurance premiums shall continue in the same amounts as if the Employee was still on active duty for an additional two (2) month period, not to exceed the maternity leave period. This provision shall be applicable once during the course of a pregnancy.

Section 13.5 - Failure to Return from Leave

Failure to return from a leave of absence, within five (5) days after the expiration date thereof, may be cause for discharge, unless within five (5) days of the expiration the Employee presents evidence that it was impossible for the Employee to return to work on the day after the expiration date of the Employee's leave of absence.

Section 13.6 - Employee Rights After Leave

When an Employee returns from any leave of absence permitted by this Agreement, the Employer shall return the Employee to the same position in the same position classification in which the Employee was incumbent prior to the commencement of such leave, seniority permitting. If the Employee does not have the seniority, the layoff provisions of this Agreement shall apply.

Section 13.7 - Personal Leave Days

- a. An Employee may take three (3) days of personal leave each year.
- b. Each Employee shall be eligible for three (3) days of Personal Leave, to be used for the Employee's personal business, during that fiscal year.
- c. Personal Leave may be used for any purpose.
- d. Except in cases of emergency, Employees, planning to use a Personal Leave day, shall submit their request at least forty-eight (48) hours in advance of intended use.
- e. When requested within the guidelines of advance notice, the requested personal business day shall be granted, unless an emergency of an extreme nature would cause the cancellation of such day off.
- f. The Employee shall suffer no loss of pay for such leave.
- g. Personal Leave shall not accrue from year to year, except that Personal Leave, which is unused, at the end of a fiscal year, shall be added to Sick Leave, so long as such addition does not exceed the maximum accumulated authorized.
- h. Part time employees who work regularly scheduled hours shall receive personal leave days as follows:

Fifteen (15) to nineteen (19) hrs/wk - one (1) day

Twenty (20) to thirty-six (36) hrs/wk - two (2) days

Section 13.8 - Parental Leave

Eligible employees will be granted paid parental leave after the birth of their child or after the placement of their adopted child. Such leave must be taken at the time of the birth or placement of the child and shall not exceed four weeks. To be eligible for parental leave the employee must also

meet the eligibility requirements of the Family and Medical Leave Act. Any parental leave taken must run concurrent with FMLA leave.

Section 13.9 - Jury Duty Leave

- a. Any Employee, called for jury duty or subpoenaed by a legislative, judicial, or administrative tribunal, shall be allowed time away from work with pay, except in matters of non-work-related personal litigation.
- b. Upon receiving the sum paid for jury service or witness fees, the Employee shall submit the warrant, or its equivalent, to the Employer, unless an Employee elects to fulfill such call or subpoena with accrued time-off or personal leave, in which case, the Employee shall retain the full amount received for such service.
- c. Employees, called for reasons contained herein, shall have such days considered as days worked, for the purpose of scheduling, and shall be given commensurate days-off from work on their next scheduled workday(s), for any days which they would otherwise not have worked.

Section 13.10 - Modified Educational Leave

An Employee, who has completed one (1) year of full-time employment, may be granted up to nine (9) hours per week with pay may be granted for courses directly related to the Employee's position in the department. The Employee must agree in writing to return to full-time employment with the department for not less than one (1) year exclusive of any other time owed to the department, or repayment is to be made.

Section 13.11 - Family and Medical Leave Act

- a. The Employer shall comply with the provisions of the Family and Medical Leave Act. The annual FMLA leave period shall be a rolling year period.
- b. An Employee who has available paid leave and is on FMLA leave shall be required to use paid leave time concurrently with FMLA leave except for one half of their accrued vacation allotment. This excepted vacation time may be used upon the Employee's return to active employment. This Section is not to be interpreted so as to permit an Employee to carry over unused vacation at the conclusion of their applicable annual term.

ARTICLE XIV
OVERTIME

Section 14.1 - Rate of Pay

Time and one-half of the Employee's regular hourly rate of pay, or compensatory time-off, as defined below, shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours.

Section 14.2 - Compensatory Time-Off

- a. If Compensatory Time-Off is used, as the method of paying Employees for overtime worked, the overtime rate of pay shall be one and one-half hours of compensatory time-off for each hour of overtime worked.
- b. If Compensatory Time-Off is used, it shall be by mutual agreement, but the taking of the time shall be at the discretion of the Employer.

Section 14.3 - Work at Employer's Option

- a. The Employer reserves the right to require any or all Employees to perform overtime work, if they are reasonably available to perform such work.
- b. Overtime hours shall be distributed, as equally as possible, to Employees working within the same classification, job title, or description of duties.
- c. Employees, in higher classifications, shall not be called out to perform work normally considered the duties of lower classifications, unless there are not enough lower classified employees to perform the work.
- d. All work, performed in excess of eight (8) hours in any workday, shall be considered overtime, provided the Employee works or is compensated, per this Agreement, at least forty (40) hours a week.
- e. All work, performed in excess of forty (40) hours in any work week, shall be considered overtime, provided the Employee works or is compensated for forty (40) hours of work per week, per this Agreement.
- f. All work, performed before or after any scheduled work shift, shall be considered overtime, provided the Employee works or is compensated, per this Agreement, for eight (8) hours of work a day and forty (40) hours of work per week.
- g. All work, performed on Saturday and Sunday, shall be considered overtime, except as noted below:
 1. The overtime rate specified above, for Saturday work and for Sunday work, shall not be paid to Employees, for whom these days fall regularly within the first five (5) days of their workweek. These Employees shall be paid time and one-half for all work performed on the sixth day of their regular work week and time and one-half for all work performed on the seventh day in their regular work week.
 2. Employees, whose regular work schedule is more than eight (8) hours in a workday and more or less than a five (5) day work week, in accordance with Section 5.6, shall receive time and one-half for all work performed on their regularly scheduled days-off, and for all work performed in excess of eighty (80) hours in a two (2) week period.

ARTICLE XV
WAGES AND BENEFITS

Section 15.1 - Employee Defined

- a. For the purpose of any non-wage economic benefit, including the Group Insurance Program, payable per this Agreement, including seniority accrual, an Employee shall be defined as a person, whose regular duty week is at least thirty-seven and a half (37.5) hours per week, including all daily work breaks and rest periods.
- b. Persons, working less than thirty-seven and a half (37.5) hours per week shall:
 1. Receive full benefits of the Group Insurance Program and contribute to the plan as follows:
 - (a) The appropriate Employee contribution (single or family) as a percent of pay, plus
 - (b) A sum equal to [(37.5-scheduled hours)/37.5] x applicable county premium.
 2. Be entitled to the aforesaid benefits, except for the Group Insurance Program on a proportional, prorated basis, i.e.
$$\frac{37.5 \text{ hours}}{100\%} = \frac{\text{Lesser Hours}}{x\%}$$
 3. Have their related costs and benefits calculated every six months.
- c. Excluded, from any and all non-wage, economic benefits of this Agreement, are those seasonal or temporary Employees, provisionally hired for a specified period, part-year, whether full-time or part-time, i.e., summer work, special projects or work-load relief, etc.

Section 15.2 - Wage Schedule

Employees shall be compensated, in accordance with Annex B, which is attached hereto and made a part hereof, and in accordance with the budget adopted by the Will County Board, authorizing the payment of such compensation.

Section 15.3 - Longevity

Employees on the County payroll as of January 31, 2002 shall continue to participate in the Schedule A longevity plan unless they become eligible for the Schedule B Plan, in which case they shall participate in the Schedule B Plan. No Employee may participate in both plans. Employees hired on or after February 1, 2002 are not eligible for the Schedule A Plan.

A. Schedule A Plan

- a. Longevity shall be computed from the date Employees began their initial, regular employment by the Employer, but shall be computed only on the time that the Employee was in actual service for the Employer, providing not more than five (5) years have elapsed, since the last regular employment with the Employer.
- b. Anyone returning after a lapse of employment, for a period of five (5) years, shall be treated as a new Employee.
- c. Employees shall be compensated, on the wage schedule, at the rate of \$3.00 per month, for each year of actual service worked after three (3) years of actual service, to a maximum of twenty (20) years of actual service.
- d. Changes and rate of longevity pay shall be made on December 1st and June 1st of each year.

B. Schedule B Plan

Employees who are in the top step of a position range in the wage schedule shall receive a longevity payment of \$200 per month.

Effective December 1, 2013, who are in the top step of a position range in the wage schedule shall receive a longevity payment of \$200.00 per month.

Section 15.4 - Call Time

- a. Any Employees, called-back to work , outside of their regular shift, Monday through Friday, shall be paid for a minimum of three (3) hours.
- b. Any Employees, called-back to work, outside of their regular shifts on Saturday, Sunday, or Holidays, shall be paid for a minimum of three (3) hours.

Section 15.5 - Uniform Allowance

- a. An annual uniform allowance of three hundred thirty dollars (\$330) for Nurses, LPN's, Interpreter Clerks, Certified Medical Assistants, Medical Technologist, Medical Lab Assistants, Lab Analysts and Dental Assistants who are required to wear a uniform. This uniform allowance amount will be increased to three hundred fifty dollars (\$350) effective December 1, 2023, subject to the following:
 1. Such allowance shall be paid on completion of six (6) months satisfactory service and in subsequent one (1) year intervals from then.
 2. The application of this provision, to related part-time Employees, shall be governed by Section 15.1 above.

- b. Environmental Health field staff shall have protective coveralls available for their use.
- c. Effective 12/1/23, WIC Nurses, HIV/STD staff workers will receive an annual uniform allowance of One Hundred and Fifty Dollars (\$150) for those who are required to wear a uniform (subject to the two caveats referenced in Section 15.5(a) above).

Section 15.6 - Group Insurance

- a. The Employer shall provide a Group Insurance Program, which shall include the following:
 - 1. Comprehensive medical coverage, either through a health maintenance organization (HMO), or an indemnity/PPO (preferred provider organization), or for active employees only, an IRS qualified high-deductible health plan (HDHP) with a Health Savings Account (HSA) including:
 - (a) Hospitalization and physician
 - (b) Eye/vision care
 - (c) Prescription drugs
 - (d) Dental coverage

For each Employee participating in the HSA the County will contribute \$1,350.00 to the HSA for individual and \$2,700.00 to the HSA for family. The County's contribution will be dispersed quarterly in four equal amounts (\$337.50/individual or \$675/family) in the first pay period of each calendar year quarter.

Dental Service Maximum Allowable Limit: Will be increased by an additional \$175 for the term of the agreement for in and out of network. Dental Implants are covered under the schedule of benefits at maximum allowable.

- 2. Short term disability income (Employee only):
 - (a) \$225.00 per week, not to exceed four (4) weeks; and which
 - (b) Shall not be effective until an eligible Employee has exhausted all accrued Sick Leave.
- 3. Term life coverage (Employee only).
 - (a) The coverage and conditions provided by the Employer's Group Insurance Program shall be set forth in the County Health Plan, adopted January 1, 2023.

- (b) Eligibility for the Employer's Group Insurance Program extends equally to both Employees and their legal dependents, except as noted above.
- (c) To participate in the Employer's Group Insurance Plan, the Employee must:
 - (i) Make application, as directed or required by the Employer; and
 - (ii) Pay the share of the monthly premium rates established by the Insurer.
 - (iii) Cost-sharing of the monthly premiums shall be:

4. Comprehensive medical and dental coverage:

- (a) The Employee shall contribute to the cost of the Medical (PPO & HMO) and Dental plans by making a contribution each pay period based on a percentage of premium as follows:
- (b) Employees will pay a percentage of premiums. The percentage of premium paid is determined by where the Employee falls in the four (4) salary bands set forth in Exhibit A. The employees' premium contribution rates will be adjusted to ensure that the aggregate percentage contributions set forth below are reached.
- (c) For plan year 2022, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate Employee contribution of 15%.
- (d) For plan year 2023, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate Employee contribution of 16%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase it experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease it experiences.
- (e) For plan year 2024-2025, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate Employee contribution of 17%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage

increase its experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease in its experiences.

- (f) The Employee shall contribute to the cost of the HSA Medical Plan by making a contribution each pay period based on a percentage of premium as follows:
- (g) Employees will pay a percentage of premiums. The percentage of premium paid is determined by where the Employee falls in the four (4) salary bands set forth in Exhibit A. The Employees' premium contribution rates will be adjusted to ensure that the aggregate percentage contributions set forth below are reached.
- (h) For plan years 2022, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate Employee contribution of 9.2%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase in its experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease in its experiences.
- (i) For plan year 2023, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate employee contribution of 10%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase in its experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease in its experiences.
- (j) For plan years 2024 and 2025, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate employee contribution of 11%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase in its experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease in its experiences.

5. Salary Bands:

2.1 The four (4) Salary Bands shall be adjusted annually as follows:

(i) Effective January 1, 2018, the salary bands for premium contributions shall be as follows:

1.	2.	3.	4.
(Less Than \$32,500)	(\$32,500 - \$52,999)	(\$53,000 - \$78,500)	(Over \$78,500)

(ii) Effective January 1, 2023, the salary bands for premium contributions shall each increase by \$500.

(iii) Effective January 1, 2024, the salary bands for premium contributions shall each increase by \$500.

(iv) Effective January 1, 2025, the salary bands for premium contributions shall each increase by \$500.

1. Term Life Coverage:

(a) The Employer shall pay all related premiums for the Employee.

(b) This coverage is not available to dependents.

2. Premium amounts shall be calculated annually, pursuant to COBRA based requirements.

b. The Employer and the Union shall establish an Insurance Committee to meet and discuss, as appropriate or required, matters related to this Section.

c. The plan design will be as set forth on attached Exhibit A.

d. The Employer shall establish an IRS approved pre-tax contribution plan to be used for the Employee's portion of the premium for the group insurance plan.

e. An Employee who is on approved short-term disability or an approved IMRF temporary disability shall be treated as an active Employee for purposes of their insurance contributions, which shall be computed as of their most recent active duty salary rate.

f. The Employer's Wellness Program will continue as previously adopted as set forth in Exhibit B.

Section 15.7 - Individual Insurance

a. The Employer shall continue to make available:

1. Permanent (Whole) Life Insurance/Annuity programs; and

2. Cancer and Intensive Care Insurance programs.
- b. Eligibility, benefits, and extent of coverage provided shall be as determined by the Insurer.
- c. To participate in these programs, the Employee must:
 1. Make application, through the Employer, as directed or required by the Insurer; and
 2. Pay one hundred percent (100%) of all related premiums.

Section 15.8 - Mandated Insurance

In accordance with law, the following insurance coverage is also provided to Employees:

- a. Paid by the Employer:
 1. Tort Immunity
 2. Unemployment Compensation
 3. Worker's Compensation
- b. Paid jointly by the Employer and the Employee:
 1. Illinois Municipal Retirement Fund (IMRF) disability coverage.
 2. Social Security (FICA) disability coverage and retirement health and hospitalization coverage.

Section 15.9 - Payroll Deductions

The premium amount(s) for the Employee's share of insurance coverage(s) provided shall be made in equal deductions each payday.

Section 15.10 - Unpaid Leave Status Employees

- a. Employees on any unpaid leave of absence, approved by the Employer, may elect to continue their insurance coverage, including coverage of their legal dependents, by notifying the Employer and paying the total insurance premium due each month, in the manner directed by the Employer.
- b. The benefits and protections of such insurance shall be equal to those received by Employees who are in a paid status.

Section 15.11 - Retired Employees and Legal Dependents

- a. The Employer shall allow all retiring Employees and their legal dependents to continue to participate in the Employer's Group Medical Insurance Program, except for Short-Term Disability Income coverage, until such time as the Retiree is eligible for Social Security MEDICARE benefits.
- b. A Retiree is a former Employee, who is collecting an annuity from the Illinois Municipal Retirement Fund (IMRF).
- c. The benefits of the insurance coverage, provided to Retirees and their legal dependents, shall be the same as that provided to Employees and their legal dependents.
- d. For Retirees, who retire from the service of the Will County Health Department and who at the time of retirement have 8 years of continuous service with Will County, and are participants in the plan at the time of retirement, the cost-sharing of monthly premiums shall be as follows:
 1. The Employer shall pay all related premiums for the Retiree's coverage.
 2. The Retiree shall pay all related premiums for Dependent coverage, which shall be equal to the Family premium, minus the Single premium.
 3. Premium amounts shall be calculated annually, pursuant to COBRA based requirements.

Section 15.12 - Surviving Legal Dependents

- a. The surviving legal dependents of individuals, who were active or retired Employees, at the time of their death, shall be allowed to remain within the Employer's Group Medical Insurance program, at their own expense, and the related premiums shall be paid, in the manner prescribed by the Employer.
- b. In the case of surviving spouses, participation shall terminate:
 1. In the event of remarriage; or
 2. At such time as eligibility for Social Security MEDICARE benefits occurs.

Section 15.13 - CEU Reimbursement

If a covered employee is unable to satisfy their CEU obligations through participation in Department sponsored exercises that are scheduled on working time, the employee may use up to five (5) hours of paid time off during each calendar year to participate in the necessary continuing educational training requirements after obtaining prior approval of their immediate supervisor and provided it does not disrupt business operations. Proof of attendance in CEU exercises is required as a condition of use of this paid time off work.

Section 15.14 - Employee Development

- a. General: The intent of this program is to expand the competence, knowledge, skills and abilities of Employees, in order to enhance their effectiveness and efficiency and, thereby, improve their present duty performance, as well as promote their potential and preparedness of organizational advancement.

- b. Basis of Participation:
 - 1. Must be job-related.
 - 2. Requested by the Employee, to be taken off-duty.
 - 3. Restricted by established appropriation limitations, budgetary constraints, and operational considerations and requirements.
 - 4. Must be approved, in advance, by the Employer.
 - 5. Attendance must be verified.
 - 6. Receipts are required for reimbursement, to the established maximum allowed.
 - 7. Allowed for individual credit or non-credit courses and seminars, as well as degree completion programs.
 - 8. Must not interfere with performance of the Employee's assigned duties.
 - 9. Authorized solely at the discretion of the Employer.
 - 10. Employees shall be reimbursed, upon completion of each individual class, course or seminar, as certified by a grade, certificate or written notification by program sponsor.

- c. Allowed Expense Reimbursement:
 - 1. Tuition
 - 2. Fees
 - 3. Equipment
 - 4. Books

- d. Percentage Reimbursement Basis:

Amount	Grade/Eval.	=	GPA/QPI	Pass/Fail
100%	A/94-100		4	N/A
75%	B/87-93		3	N/A

50%	C/80-86	2	Pass
25%	D/73-79	1	N/A
0%	Other	0	N/A

e. Employees, who fail to maintain the standard Grade/Evaluation and Grade Point Average/Quality Point Index indicated below, shall be ineligible to request further participation in this program, until after they achieve such standard, entirely at their expense.

1. Undergraduate Programs:

(a) Grade/Evaluation: C/80-86

(b) GPA/QPI: 2

2. Graduate Programs:

(a) Grade/Evaluation: B/87-93

(b) GPA/QPI: 3

f. Employees, participating in degree-completion programs, shall:

1. Only be eligible for expense reimbursement for those courses, which the Employer deems to be job-related.

2. Incur a service obligation, to the Employer, upon receipt of the related degree, based on the extent of involvement:

(a) Reimbursed degree credits; divided by total degree credits, equals the extent of obligation percentage.

(b) Extent of obligation percentage, multiplied by the following, equals the service obligation incurred:

1. Undergraduate degrees:

a. Associates 18 months

b. Associates to Bachelor's 18 months

c. Four (4) Year Bachelor's 36 months

2. Graduate (Master's) Degrees: 24 months

3. Be unable to advance to another degree-completion program, until any existing service obligation has been fulfilled.

4. Be released from any incurred obligation, in the event of termination or, if laid-off, the obligation shall be suspended, pending recall.

5. Be able to obtain release from their incurred service obligation, by repaying the Employer an amount, equal to the total reimbursement received, multiplied by the unfulfilled service obligation percentage.

Section 15.15 - Training Pay:

Within ninety (90) calendar days of the ratification date of this successor Agreement, the Parties agree to establish a subcommittee to explore the feasibility of implementing a way to reward those employees who are designated by management to actually serve as a “trainer” in lieu of the member of management who would normally conduct the training for the day. The Parties agree and acknowledge that an employee is not designated to serve as “trainer” and no stipend or premium amount will be earned if an employee is merely serving in a “shadowing capacity”.

ARTICLE XVI
DISCIPLINE AND DISCHARGE

Section 16.1 - Definition

- a. The Employer agrees with the tenets of progressive and corrective discipline.
- b. Disciplinary action or measures shall include only the following:
 1. Oral reprimands;
 2. Written reprimands:
 - (a) Initial Warnings
 - (b) Final Warnings
 3. Suspension (notice to be given in writing); and
 4. Discharge (notice to be given in writing).
- c. Disciplinary action may be imposed upon an Employee only for just cause.
- d. Disciplinary action shall be of two (2) types, either formal or informal:
 1. Formal disciplinary action shall:
 - (a) Be in writing, with a copy provided to the Employee and placed in his official personnel file, as a matter of record, maintained by the Employer.
 - (b) Be subject to appeal and review, via established grievance procedures, as damaging to the Employee's employment history.
 - (c) Include only written reprimands, suspensions, and notices of discharge.

2. Informal disciplinary action shall:
 - (a) Be oral in nature, with no record of any such individual action being placed in an Employee's official personnel file maintained by the Employer.
 - (b) Not be subject to appeal and review, via established grievance procedures, since the Employee shall have suffered no loss, for which he could be made whole.
 - (c) Include items such as oral reprimands or warnings, and on-the-spot corrections or corrective counseling.
- e. If an accumulation of infractions, which have been the subject of informal disciplinary action, becomes the basis for formal disciplinary action, any incident, so cited by the Employer, shall be subject to Grievance Procedures, as defined in Article XVII.

Section 16.2 - Manner of Discipline

- a. If the Employer has reason to discipline an Employee, it shall normally be done in a manner that shall not embarrass the Employee, before other Employees or the public, and shall be done in a timely fashion. Discipline shall be imposed as soon as possible after the Employer is aware of the event or action giving rise to the discipline and has a reasonable period of time to investigate the matter.
- b. If an Employee is disciplined, for violation of work rules, the absence of related, written, work rules, including formal policies or procedures, shall constitute a grievable defense, against such disciplinary action.

Section 16.3 - Suspension Pending Discharge

The Employer may suspend an Employee for up to thirty (30) calendar days, pending a decision as to whether or not charges for discharge shall be filed against an Employee. If the Employee is not discharged, or if the Employee receives discipline less severe than the unpaid suspension time served pending discharge, the Employee shall be reimbursed for any resulting difference, in base pay, between the loss of pay for the unpaid suspension period and the actual discipline imposed.

Section 16.4 - Pre-Disciplinary Meeting

- a. Prior to notifying the Employee of the contemplated measure of discipline to be imposed, the Employer shall meet with the Employee involved and his Union representative and inform him of the reasons for such contemplated disciplinary action, including any names of witnesses and copies of pertinent documents.
- b. The Employee and Union representative shall be given the opportunity to rebut or clarify the reasons for such discipline.

- c. Pre-disciplinary meetings shall only be required, when formal disciplinary action is contemplated.

Section 16.5 - Notification and Measure of Disciplinary Action

- a. In the event disciplinary action is taken against an Employee, other than the issuance of an oral warning, the Employer shall promptly furnish the Employee and the Union, in writing, with a clear and concise statement of the reasons therefore.
- b. The measure of discipline and the statement of reasons may be modified, especially in cases involving suspension pending discharge, after the investigation of the total facts and circumstances.
- c. Once the measure of discipline is determined and imposed, the Employer shall not increase it for the particular act of misconduct which arose from the same facts and circumstances.
- d. The Employee shall be entitled to the presence of a grievance representative, at an investigatory interview, if he requests one and if he has reasonable grounds to believe that the interview may be used to support disciplinary action against him.

Section 16.6 - Removal of Discipline

Any record of disciplinary action shall be removed from an Employee's file and handed to the Employee, if:

- a. From the date of the last written reprimand, twelve (12) months have passed.

Section 16.7 - Polygraph

Employees shall not be required to take a polygraph examination, as a condition of retaining employment with the Employer, nor shall they be subject to disciplinary action, for refusal to take such.

ARTICLE XVII
SETTLEMENT OF GRIEVANCES

Section 17.1 - Grievance Definition

- a. A grievance shall be considered a dispute between the Employer and the Union and/or any Employee(s), regarding the application, meaning or interpretation of this Agreement, or arising out of conditions concerning wages, hours and all conditions of employment.
- b. Grievances may be processed by an Employee, or the Union on behalf of an Employee or on behalf of a group of Employees, or itself.
- c. Either party may have the Grievant present, at any Step of the grievance procedure.

- d. The resolution of a grievance, filed on behalf of a group of Employees, shall be made applicable to the appropriate Employees within that group.
- e. Informal disciplinary actions and probationary status decisions shall not be subject to these grievance procedures.
- f. For purposes of this Article, "working days" are defined as those days, when a person is scheduled to be and is present for duty.

Section 17.2 - Grievance Steps

Grievances shall be settled in accordance with the following procedures:

- a. Step 1. Division Director
 - 1. Any Employee, with or without the Union, shall submit the grievance, in writing, to the Employee's Division Director who is outside the bargaining unit, except that grievances relating to the Community Health Center shall initially be filed at Step 2.
 - 2. The written grievance shall contain a statement of the grievant's complaint, citing the specific Section claimed to be violated by the Supervisor and/or Employer, specifics of the violation, and the relief sought. The written grievance shall be signed and dated by the grievant(s).
 - 3. All grievances must be presented, not later than ten (10) working days, from the date the grievant(s) became aware of the occurrence, giving rise to the complaint.
 - 4. The immediate Division Director shall render a written response to the grievance within five (5) working days after the grievance is presented.
- b. Step 2 - Executive Director
 - 1. In the event the grievance is not resolved, at Step 1, it may be presented by the Union, in writing, to the Executive Director, within five (5) working days, from the receipt of the answer or the date such answer was due, whichever is earlier.
 - 2. Within five (5) working days after the grievance is presented to Step 2, the Executive Director shall discuss the grievance with the Union.
 - 3. The Executive Director shall render a written answer to the grievance within five (5) working days after such discussion is held and shall provide a copy of the answer to the Union.

c. Step 3 - Board of Health

1. If the grievance is not resolved, at Step 2, the Union Grievance Committee may present the grievance to the Board of Health, within ten (10) working days from the Executive Director's response, or the date the response was due, whichever is earlier.
2. Within (10) working days of receipt of the written grievance, the parties shall meet and hold discussion, in an attempt to resolve the grievance, unless the parties mutually agree otherwise.
3. The Board of Health shall give the written response, to the Union, within ten (10) working days, following the meeting between the parties.

d. Step 4. Arbitration

1. If the grievance is not settled at Step 3, the Union Grievance Committee may submit the grievance to binding arbitration, by giving written notice to the Executive Director of intent to arbitrate, within fifteen (15) working days from receipt of the written response of the Board of Health, at Step 3. In no case shall arbitration be filed more than six (6) months after receipt of the written response at Step 3.
2. The Arbitrator shall be selected, in accordance with the rules and regulations of the Federal Mediation and Conciliation Service (FMCS), from a list provided by FMCS, for that purpose.
3. Arbitration shall be conducted, in accordance with the rules and regulations of FMCS.
4. The Arbitrator shall have no authority to add to, subtract from, or change any of the terms of the Agreement.
5. The costs of arbitration shall be shared equally by the Union and the Employer, and the Arbitrator shall have no authority to otherwise assess costs.
6. The decision of the Arbitrator shall be final and binding on the parties, and the Arbitrator shall be requested to respond, in writing, within thirty (30) days, after the conclusion of the hearing(s), as to the finding(s) and/or award(s).

Section 17.3 - Advanced Grievance Step Filing

Grievances concerning suspensions discharges and/ or safety and health complaints of any Employee shall be initiated at Step two (2) of the Grievance Procedure. Certain mutually agreed upon issues which by nature are not capable of being settled at a preliminary step of the grievance

procedure may be filed at the appropriate advance step where the action giving rise to the grievance was initiated.

Section 17.4 - Timeliness

- a. When a grievance is not processed to the next Step, within the required period of time, the grievance shall be considered withdrawn.
- b. When an answer is not received to a grievance, within the required period of time, the grievance shall be considered automatically moved to the next Step.
- c. The time limits may be extended, by written agreement of the parties' authorized representatives.

Section 17.5 - Meetings

Negotiating or meeting in the grievance procedure, involving representatives of the Employer and representatives of the Union, shall be held during working hours, on the Employer's premises and without loss of pay.

Section 17.6 - Free Association

- a. Nothing contained in this Article shall limit the right of any Employees, as individuals, to discuss any matter with their Supervisors.
- b. If the Union representative becomes involved in this discussion, it should be brought to the attention of the Employer or their designated representative, during working hours, providing the results are consistent with the terms of the Agreement.

**ARTICLE XVIII
STRIKES AND LOCKOUTS**

Section 18.1 - Lockouts

No lockout of Employees shall be instituted by the Employer, during the term of this Agreement.

Section 18.2 - Strikes, Work Stoppages and Work Slow Downs

- a. The Union shall not call, authorize, ratify, or engage in, nor shall any member of the Union take part in any strike, work stoppage, or work slow-down on the Employer's premises.
- b. The Union and the Employees further agree that they shall not picket, in any manner, which would tend to disrupt the operations of the Employer.

Section 18.3 - Sanctions for Breach

- a. The Employer shall have the right to discipline any Employee, who instigates, participates in or affords leadership to an unauthorized strike, work stoppage or work slow-down, in violation of this Agreement.
- b. Such disciplinary action may include discharge.

ARTICLE XIX SAFETY AND HEALTH

Section 19.1 - General Duty

The Employer shall provide a safe and healthful workplace and correct all hazards. Should Employees complain that their work for the Employer requires them to be in an unsafe or unhealthy situation, in violation of applicable health or safety rules, the matter shall be adjusted immediately by the Employer or an authorized representative. Where a clear and present danger exists, the Union may grieve at any time at Step 3 of the Grievance Procedure.

Section 19.2 - Safety and Health Committee

Recognizing the need to provide a safe and healthful workplace, the parties agree to establish a joint Safety and Health Committee which shall meet regularly and promptly for the purposes of identifying and correcting unsafe or unhealthy working conditions. The Committee shall:

- a. Meet on dates established by the committee to carry out the intent of this section and to further promote the safety and health of the Employees at the work location.
- b. Make personal inspections, participate in government inspections, and investigate complaints concerning allegations of unsafe or unhealthy conditions.
- c. Promote educational programs which will motivate adoption of safe working habits.
- d. Review injury and inspection reports for unsafe and unhealthy patterns of a certain nature or work location on a monthly basis.

Where, following such meetings, agreement is reached as to the existence of the unsafe or unhealthy working condition, the Employer shall attempt to correct it within a reasonable time.

Section 19.3 - Tools and Equipment

The Employer agrees to furnish and maintain in safe working condition all tools and equipment, including department vehicles, required to carry out the duties of each position. Employees are responsible for reporting any unsafe conditions or practices and for properly using and caring for the tools and equipment furnished by the Employer.

Section 19.4 - Protective Clothing

Protective wearing apparel required by the nature of a job shall be provided by the Employer.

Section 19.5 - Inclement Weather Gear

In the event an Employee reports for work on his/her scheduled shift and is assigned maintenance duties exposing the Employee to adverse weather conditions, the Employer shall make available for the duration of the shift outerwear and, if necessary, overshoes.

Section 19.6 - Video Display Terminals

The Employer and the Union will attempt to keep current with monitoring studies and reports on the effects, if any of visual display terminals and their setting on the health and safety of the operators. The parties also agree to summarize any relevant findings and disseminate them to users.

Section 19.7 - The Right to Know About Workplace Toxics

All Employees shall be provided information on all toxic substances in the workplace with which they work or are likely to come in contact. Toxic substances shall be defined as those substances recognized or suspected of creating a potential health hazard. Information provided to Employees shall include the generic and trade name of the (chemical) substance, the level of exposure considered hazardous, symptoms of hazardous exposure, long and short-term effects of hazardous exposure, data on flammability clean-up procedures in case of spill, and emergency treatment. Employers shall not be required to provide the chemical or generic names of individual substances in chemical compounds which registered with the appropriate federal government agency as trade secret but shall be required to provide all other above noted information. Requests shall be made to the Employer in writing. When requested, such information shall be made available within three working days. Wherever requested information is not provided within the time limit, Employees may refuse to work with the substance in question until the information is provided.

Section 19.8 - The Right to Refuse Work

No Employee shall be required to perform work which he or she reasonably believes to be a hazard to his health, or safety or that of any other Employee, or for which he or she is inadequately trained. An Employee's refusal to perform hazardous work shall not warrant or justify any present or future disciplinary action. No Employee shall suffer a loss of pay or privileges as result of an action taken under this clause. In cases where the Employer disputes the existence of a hazard, the Employee shall have the right to continue to refuse the work in question until the dispute has been settled through a grievance submitted at Step 3 of the Grievance Procedure.

Section 19.9 - Communicable Diseases and Blood Borne Pathogens

- a. Any Employee acting in the Employee's official duties who is exposed to a person suffering with a communicable disease shall have the option to obtain, at the Employer's expense, any immunization, preventative or curative medication to counteract any chance of becoming afflicted with that communicable disease.
- b. The Employer shall comply with applicable law relating to blood borne pathogens.

Section 19.10 - Flu Vaccination

During the designated CDC flu season all Community Health Center employees are required to do one of the following:

- a. receive an annual flu vaccination, or
- b. wear an Employer provided mask(s)

Mask provided by the Employer will be replaced by the Employer as needed.

ARTICLE XX
GENERAL PROVISIONS

Section 20.1 - Pledge Against Discrimination and Coercion

- a. The provisions of this Agreement shall be applied equally, to all Employees in the bargaining unit, without discrimination, as established by the laws and customs of the State of Illinois and the United States of America.
- b. The Union shall share equally with the Employer the responsibility for applying this Section of this Agreement.
- c. The Employer agrees not to interfere with the rights of Employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or Employer representatives, against any Employee, because of Union membership or because of any Employee activity, in an official capacity, on behalf of the Union, or for any other cause.
- d. The parties acknowledge that sexual harassment is a form of unlawful discrimination, which is not to be condoned and is, therefore, a grievable matter, which may be initially filed with the Supervisor who, at that Step of the Grievance Procedure, has authority over the person(s), alleged to have engaged in such conduct.
- e. In accordance with the Illinois Public Employees Labor Relations Act (IPELRA), as amended, the Employer understands and accepts the right of the Union to solicit membership, during non-work times and in non-work areas or places.

Section 20.2 - Employee Review

- a. Employees shall have the right, upon request, to review the contents of their personnel files and working files.
- b. Reasonable requests, by the Employee, to copy documents in the file, shall be honored.
- c. Requests to review personnel files shall be granted, no later than three (3) working days, following the day of request.

- d. With the written permission of the Employee, authorized Union representatives shall have the right to review and copy Employee files.

Section 20.3 - Intent

- a. It is the specific intent of this Agreement that it shall be binding on the parties, only to the extent provided by law.
- b. It is further agreed by the parties hereto that, to the extent permitted by law, they are the only parties bound by this Agreement, even though the term "Employer", as used in this Agreement, in some instances, means an elected or appointed public official.
- c. The parties further recognize that many of the Employees, covered by this Agreement, are actually employed by elected officials or appointed public officials, and that nothing in this Agreement shall limit the rights of said elected public officials, to carry out the duties of their offices.

Section 20.4 - Damage to Personal Property-Will County Health Department

- a. The Employee shall be reimbursed for the cost of personal property, destroyed or damaged through acts arising out of and in the course of direct patient care and through no proven negligence by the Employee. The Employer shall provide an area, which is generally not accessible to the public, for the storage of employees' outerwear.
- b. To receive reimbursement, the Employee shall report the incident, resulting in personal property damage, in writing, to their immediate supervisor at or before the end of the work shift, in which the incident occurred.

Section 20.5 - Shift Differential

All employees shall receive shift differential, added to their base rates of pay for all shifts starting at or after 11:00 A.M. and before 6:00 A.M. of \$0.60.

Section 20.6 - Required Physical Examinations

- a. The Employer shall bear the cost of job-required physical examinations, by either providing a physician or reimbursing the Employee for any expenses incurred.
- b. Upon presentation of proper receipts, the Employee shall receive reimbursement of the initial physical, upon successful completion of the Employee's probationary period.

Section 20.7 - Mileage Reimbursement

Employees, who are required to use their personal vehicles, in the course of their employment duties, shall be compensated per mile of use at the IRS rate. The change shall take place January 1 of each year.

Section 20.8 - Use of Employer Owned Vehicles

Employer owned vehicles shall be used by employees whenever circumstances require transportation of clients or supplies or for the transportation of any maintenance supplies or equipment. All employees who currently utilize Will County Health Department Vehicles shall continue to utilize Will County Health Department vehicles according to present practices and procedures.

Section 20.9 - Labor Management Meeting

There shall be labor-management meetings for the areas of discussion set forth below. Such meetings shall be held once every month unless mutually agreed otherwise.

Items to be included in the agenda for the aforementioned Labor Management meetings are to be submitted at least five (5) days in advance of the scheduled dates of the meeting if at all possible. The purpose of each meeting shall be:

- a. Discuss the administration of the agreement.
- b. Disseminate general information of interest to the parties.
- c. Give representatives an opportunity to express their views, or to make suggestions on subjects of interest to employees of the bargaining unit.
- d. Unless otherwise specifically agreed by the parties, in writing, labor-management meetings shall not be used for the purpose of discussing grievances or for bargaining. Unless otherwise specifically agreed by the parties, in writing, the parties specifically agree that the results of any labor-management meeting are not to be considered as bargaining agreements.

Section 20.10 - Job Audit and Career Ladder Committee

- a. Each Employee will be provided with a copy of his/her job description upon hire and whenever modified.
- b. Any Employee who feels that his/her job is improperly classified may have his/her classification reviewed. If an Employee would like his/her classification reviewed, he/she shall make such a request through the Union. The investigation of the request will include an on-site audit and interview. Unless mutually agreed, such investigation will not exceed thirty (30) days after the request has been received by the Employer. Any increase in pay resulting from a review will be retroactive to the date of request.

Section 20.11 - Printing of the Agreement

The Employer shall cause the Agreement to be duplicated and shall, during the term of the Agreement, make one copy available to each bargaining unit Employee. The Employer shall also provide ten (10) copies of the Agreement to the Union.

Section 20.12 - Indemnification

The County shall hold Employees harmless from and pay for damages or money which may be adjudged, assessed or otherwise levied in a cause of action brought against any Employee, other than for punitive damages, for injury or loss sustained as a result of Employee activities occurring within the scope of their employment at the Will County Health Department; so long as the Employee is acting properly and within the scope of his/her employment. This indemnification provision shall not expand any Employee rights or obligations established by law. For indemnification to occur, the Employee must immediately notify the County of the filing of a cause of action following proper service by providing to the County State's Attorney a copy of the suit.

Section 20.13 - Welfare To Work

Prior to the Employer commencing participation in a federal or state sponsored welfare to work program, the Employer shall provide the Union with a forty-five (45) day notice of its participation in said program. The Employer shall provide the Union with the following information on the participants of said program: a) the work location; b) hours of work; c) nature of work; and, d) the anticipated duration of the assignment. The Employer and the Union shall comply with all state and federal laws and regulations regarding any welfare to work program in which the Employer participates.

Section 20.14 - Bilingual Pay

The Employer, in its sole discretion, may designate employees to officially use bilingual skills within the Health Department. The Employer, in its sole discretion, shall determine the selection and continued service of individuals to serve in such capacity. Employees so designated, so long as their job duties do not include bilingual skills, shall receive additional compensation of \$60 per month for each full month in which they act in such capacity. The duties and qualification of each designated Employee shall be determined by the Employer. The Employee may resign their designation status at any time.

ARTICLE XXI
AUTHORITY OF THE AGREEMENT

Section 21.1 - Guarantee of Terms

- a. This Agreement shall immediately be submitted for ratification, by the parties, with subsequent adoption and signatures to occur, in accordance with their practices.
- b. Ratification and adoption, by the County of Will and the Will County Board of Health, shall commit the Employers to enact no subsequent rules or regulations, including Executive Orders, having the force or effect of law, which would impair the binding effect or otherwise make unenforceable the terms of this Agreement.

Section 21.2 - Invalidations and Savings

If any provisions of this Agreement, or the application of any such provision, should be rendered or declared invalid, by any Court action, or by reason of any existing or subsequently

enacted legislation, the remaining provisions of this Agreement shall remain in full force and effect, and the subject matter of such invalid provision shall be open to immediate negotiations.

Term and Effect

This Agreement shall be effective upon its execution by the parties and shall remain in full force and effect, until the 30th day of November 2025.

This Agreement shall be automatically renewed, from year to year thereafter, unless either party shall notify the other, in writing, at least ninety (90) days prior to the anniversary date, that it desires to modify this Agreement.

Should either party so notify the other, negotiations shall begin, at least (60) days, prior to the anniversary date.

This Agreement shall remain in full force and effect, during the period of negotiations and until notice of termination of this Agreement is provided by one party to the other, in the manner set forth below.


In the event that either party desires to terminate this Agreement, written notice must be given to the other party, at least ten (10) days, prior to the desired termination date, which shall not occur before the anniversary date, set forth below.

Executed by the parties on the date(s) indicated below:

For the Union:



CHRISTIAN HAINDS,
STAFF REPRESENTATIVE
AFSCME COUNCIL 31

Date: 8/9/23


MINDA WILLIAMSON,
PRESIDENT, LOCAL 1028
AFSCME COUNCIL 31

Date: 8/9/23

For the Employers:


JENNIFER BERTINO TARRANT,
WILL COUNTY EXECUTIVE on
Behalf of Herself and as
Presiding Official of the
Will County Board

Date: 8/17/23


DR. BILLIE TERRELL,
PRESIDENT
WILL COUNTY BOARD OF HEALTH

Date: 8/16/22

EXHIBIT A MEDICAL BENEFITS

Medical Benefits: At-a-Glance Summary

	HDHP-HSA Medical Plan		PPO Plan		HMO Plan
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network Only
HSA Employer Contribution					
Individual	\$1,350		Not available		Not available
Family	\$2,700		Not available		Not available
Annual Deductible					
Individual	\$1,500**		Salary < \$50,000 \$350	Salary > \$50,000 \$500	None
Family	\$3,000**		\$700	\$1,000	None
Out-of-Pocket – Includes Deductibles, Copays, and Coinsurance					
Maximum*					
Individual	\$3,000	\$5,625	\$2,000	\$5,625	\$2,000
Family	\$6,000	\$11,250	\$4,000	\$11,250	\$4,000
Lifetime Maximum					
	Unlimited				
Co-insurance**					
	85%	60%	85%	60%	100%
Physician Care Office Visits					
PCP Copay / Coinsurance	85%	60%	85%	60%	\$20 copay
Specialist Copay / Coinsurance	85%	60%	85%	60%	\$30 copay
Preventive Care***	100% covered	Not covered	100% covered	Not covered	100% covered
Hospital Services					
In-patient Hospital†	85%	60%	85%	\$400 per admission (limit 2 per year) then 60%	\$125 copay per day for the first 2 days per Plan Year, then 100%
Out-patient Hospital	85%	60%	85%	60%	\$50 copay, then 100%
Emergency Services					
Hospital Emergency Room	\$150 copay, then 85%	\$150 copay, then 60%	\$150 copay, then 85%	\$150 copay, then 60%	\$150 copay, then 100%
Urgent Care	85%	60%	85%	60%	100%
Prescription Drugs					
Retail (30-day supply)					
Generic	Subject to deductible, then 85%	Subject to deductible, then 25% coinsurance plus copay	\$10 copay	25% coinsurance plus copay	\$10 copay †
Brand Formulary			\$25 copay		\$25 copay †
Brand Non-Formulary			\$45 copay		\$45 copay †
Mail Order (90-day supply)					
Generic	Subject to deductible, then 85%	Not available	\$20 copay	Not available	\$20 copay
Brand Formulary			\$50 copay		\$50 copay
Brand Non-Formulary			\$90 copay		\$90 copay
Coverage Tiers					
Employee Only	Bi-Weekly Per-Paycheck Pre-Tax Deductions See your rate sheet for details				
Employee + Spouse					
Employee + Child(ren)					
Family					

NOTE: † both spouses work for the County, the one with the longest continuous service must cover the family.
 * Does not include deductible, coinsurance and copays.
 ** Subject to deductible.
 *** In-network routine preventive care (e.g. annual physical, immunizations) and women exam/mammogram not subject to deductible.
 † A 90-day retail supply can also be obtained with the same mail order (unless under the HMO Plan).
 ‡ \$100 USA penalty for failure to pre-authorize hospital admission under HDHP-HSA and PPO medical plans.
 ‡ Subject to annual 85% indexing adjustments.

BlueCare® DENTAL

PREFERRED CHOICE (PPO) DENTAL PLAN

COUNTY OF WILL



BlueCross BlueShield
of Illinois

The following is a listing of common services available through your BlueCare® Mutually Preferred Dental Network.
The member's share of the costs is determined whether care is received from a contracting or non-contracting provider.

HIGHLIGHT SHEET

Effective 01/01/2018

Benefits	Contracting Network Provider PPO*	Non-contracting Provider Non-PPO*
Benefit Period Maximum	\$1,675 for contracting providers and \$1,275 for non-contracting providers Dollars feed both buckets	
Deductible	\$50 per person per benefit period \$150 maximum per family (Deductible does not apply to preventive and orthodontic services)	
Dependent Coverage	Spouse and dependents up to age 26	
Preventive Services Dental Exams (2 exams per benefit period) Prophylaxis (2 cleanings per benefit period) Fluoride Treatment (to age 19) Dental X-rays Sealants (to age 19) Space Maintainers (to age 19)	100% of Maximum Allowance	100% of Usual & Customary
Emergency Services Emergency Exams Treatment for the relief of pain	100% of Maximum Allowance	100% of Usual & Customary
Primary Services Routine Fillings (amalgams and resins) Endodontics - root canals - apicoectomy - direct pulp caps - hemisection Periodontics - scaling and root planning - gingivectomy - periodontal maintenance - osseous surgery Oral Surgery - extractions, except as excluded under "Special Limitations" - alveoplasty Recentering of Crowns and Bridges	80% of Maximum Allowance	80% of Usual & Customary
Major Services Inlays, Onlays and Crowns (other than temporary crowns) Full and Partial Dentures Bridges Implants Crown, Bridge and Denture Repairs Denture Adjustments, Relining and Refitting	50% of Maximum Allowance	50% of Usual & Customary
Orthodontics Coverage for children under age 19	50% of Maximum Allowance to the Orthodontia Lifetime Maximum Benefit of \$1,200. \$50 Lifetime Deductible also applies	50% of Usual & Customary to the Orthodontia Lifetime Maximum Benefit of \$1,200. \$50 Lifetime Deductible also applies

Please note: This information only provides highlights of the program. For enrollment please refer to our dental benefit guide for additional benefit information.

***Schedule of Maximum Allowances**

Contracting PPO providers have agreed to accept the Schedule of Maximum Allowances as payment in full for covered services. **Non-contracting providers are reimbursed** based on the Usual & Customary fee. You will be liable for any difference between the dentist's charge and your covered benefits.

A Division of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association

EXHIBIT B
EMPLOYEE HEALTH & WELLNESS PROGRAM

Will Be Well

Employee Health & Wellness Program

WARENESS, ACTION, IMPROVEMENT

The annual Wellness Campaign begins each April 1st and runs through the following March 15th.

While participation in the wellness program is voluntary, employees and eligible spouses covered under the County's comprehensive group health plan must complete certain requirements annually in order to avoid paying a \$125 per month premium surcharge.

The three (3) requirements are:

- 1) Complete biometric screening, measuring:
 - a. Glucose
 - b. LDL/HDL Cholesterol Ratio
 - c. Triglycerides
 - d. Blood Pressure
 - e. Body Mass Index (BMI)
- 2) Designate your primary care physician (PCP)
- 3) Complete a health risk questionnaire (HRQ)

The above requirements must be completed within a certain designated timeframe each year.

You can earn an annual \$200 incentive if you meet 3 of the 5 biometric targets or earn additional points through worksite wellness activities.

Worksite wellness activities are planned and scheduled throughout the year where you can earn extra wellness lottery points. A lottery drawing is held annually to reward those who choose to focus on healthy lifestyle choices by participating in these wellness activities. The more points you earn; the more chances to win!

Eligible employees **and covered spouses who choose not to complete the 3 requirements** will be subject to a \$125 monthly premium surcharge. The surcharge takes effect on July **1st** and runs through the following June 30th.

The information collected under the wellness program is HIPAA protected and is NOT shared on a personally identifiable basis with the County. The results of your screening allow you to develop a personalized health maintenance and improvement program.

The County of Will complies with all applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex.

www.managewell.com

ANNEX A
CLASSIFICATIONS

- I. The Will County Health Department is an Agency.
 - II. Bargaining Unit Classification by Pay Grade (Effective 12/01/2021-11/30/2025)
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GRADE	CLASSIFICATIONS
16	Child Care Nurse Consultant II Information Technology Specialist III* Senior Clinician
15	Child Care Nurse Consultant I Correctional Mental Health Prof. II Mental Health Counselor III Data Analyst/Epidemiologist Access to Care Specialist III Geologist III Information Technology Specialist II Staff Nurse IV
14	Forensic Specialist II Care Coordinator Case Manager II CD Investigator III Community Health Educator III Access to Care Specialist II Crisis Response Specialist II Geologist II Information Technology Specialist I Mental Health Counselor II Nutritionist III Sanitarian III Staff Nurse III Social Worker II Emergency Preparedness Specialist II
13	Building and Grounds Maintenance Engineer CD Investigator II Communications Specialist II Community Health Educator II Care Coordinator Case Manager I Forensic Specialist I Geologist I Access to Care Specialist I Lab Analyst III Medical Technologist II Mental Health Counselor I Nutritionist II Public Health Promotion Specialist Program Community Liaison Sanitarian II Social Worker I Staff Nurse II Emergency Preparedness Specialist I
12	CD Investigator I Communications Specialist I Community Health Educator I Laboratory Analyst II Licensed Practical Nurse Medical Technologist I Nutrition Specialist Public Health Case Manager Sanitarian I

GRADE	CLASSIFICATIONS
11	Accounts Payable Specialist II Entitlement Specialist Engagement Specialist II Medical Laboratory Technician II Mental Health Intake Counselor Reimbursement Specialist II Vital Records Technician II
10	Accounts Payable Specialist Addictions Counselor II Engagement Specialist I Breastfeeding Peer Counselor II Building and Grounds Maintenance Technician Certified Medical Assistant Dental Assistant II Laboratory Analyst I Medical Laboratory Technician I Customer Service Specialist Outreach Specialist II Reimbursement Specialist Vital Records Technician I
9	Addictions Counselor I Administrative Clerk II Breastfeeding Peer Counselor I Counselor Associate Dental Assistant I Healthcare Liaison Dietary Technician Environment Health Inspector Environmental Health Assistant Medical Laboratory Assistant II Vision and Hearing Technician Medical Secretary Outreach Specialist I Front Desk Receptionist
8	Administrative Clerk I Assistant Public Health Educator II Building and Grounds Maintenance Assistant Environmental Sampler Medical Laboratory Assistant I Secretary Patient Registration Clerk
7	Assistant Public Health Educator I Driver Interpreter Clerk Switchboard Operator
	*1/1/24 this position is exempt and excluded from unit.

ANNEX B
WAGES AND PAY SCHEDULE

Wages shall be in accordance with the wage schedules set forth herein.

Modify wages as follows:

- a. Retro to December 1, 2022 6.75%
- b. Effective December 1, 2023 3.75%
- c. Effective December 1, 2024 3.00%
- d. Bargaining unit members actively employed at the time of ratification/adoption of this Agreement by both parties shall receive a one-time lump sum payment in the gross amount of \$1,000 as soon as administratively feasible.

All employees shall have a wage anniversary date of June 1 of each year. New Hires, hired after December 31 of any fiscal year shall not advance step until June 1 of the calendar year following their year of hire.

Modify the Step Movement as follows:

- a. Effective June 1, 2023 - Eliminate Steps 9 and 10
- b. Effective June 1, 2024 – Eliminate Step 11
- c. Effective June 1, 2025 – Eliminate Step 12

Individual Equity Adjustments:

- Certified Medical Assistants – One additional step effective December 1, 2023
- Gail Perkins, Patient Reg Clerk - One additional step effective June 1, 2023
- Mercedes Uvias, Patient Reg Clerk - One additional step effective June 1, 2023
- Maribel Paramo-Carillo, Patient Reg Clerk - One additional step effective June 1, 2023
- Janice Giggelman, Patient Reg Clerk - One additional step effective June 1, 2023
- Maria Zamudio, Patient Reg Clerk - One additional step effective June 1, 2023
- Michelle Ballard, Patient Reg Clerk - One additional step effective June 1, 2023

- Mengli Li, Staff Nurse II – Two additional steps effective June 1, 2023
 - Stacey Morris-Jones, Outreach Specialist II – One additional step effective June 1, 2023
 - Gloria Flores, Outreach Specialist II – One additional step effective June 1, 2023
 - Jean Ann Meyerhoff – Vital Records Tech I to Vital Records Tech II – Grade 11, Step 27 effective June 1, 2023
 - Terra Ihde, CD Investigator III – One additional step effective June 1, 2023
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- Kathleen Paul, CD Investigator II – One additional step effective June 1, 2023
 - Nancy Hanus-Bowden, MH Counselor III – One additional step effective June 1, 2023
 - Gina Zito, MH Counselor III – One additional step effective June 1, 2023
 - Amanda Barrios, MH Counselor III – One additional step effective June 1, 2023
 - Stacey Mispagel, MH Counselor III – One additional step effective June 1, 2023
 - Leslie Castro, MH Counselor III – One additional step effective June 1, 2023
 - Donica Catchings, MH Counselor II – One additional step effective June 1, 2023
 - Izabela Ustupski, MH Counselor II – One additional step effective June 1, 2023
 - Kathleen Cios, MH Counselor II – One additional step effective June 1, 2023
 - Myranda Fieldhouse, MH Counselor II – One additional step effective June 1, 2023
 - Charnea Fowler, MH Counselor II – One additional step effective June 1, 2023

Will County Health Department Wage Schedule
 Fiscal Year 2022, One Step Increase as of June 1, 2022

	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
16 Hourly	59,765 30.65	61,260 31.41	62,791 32.20	64,361 33.00	65,970 33.63	67,620 34.68	69,309 35.54	71,042 36.43	72,818 37.34	74,639 38.28	76,504 39.23	78,418 40.21	80,378 41.22	82,386 42.25	84,446 43.31	86,558 44.39	88,722 45.50	90,940 46.64	93,214 47.80
15 Hourly	53,791 27.59	55,136 28.27	56,515 28.98	57,928 29.71	59,375 30.45	60,860 31.21	62,381 31.99	63,941 32.79	65,541 33.61	67,178 34.45	68,858 35.31	70,579 36.19	72,343 37.10	74,153 38.03	76,005 38.96	77,906 39.95	79,854 40.95	81,851 41.97	83,887 43.02
14 Hourly	48,413 24.83	49,623 25.45	50,863 26.08	52,134 26.74	53,438 27.40	54,774 28.09	56,143 28.78	57,547 29.51	58,985 30.25	60,460 31.01	61,972 31.78	63,522 32.58	65,109 33.39	66,737 34.22	68,406 35.08	70,116 35.96	71,868 36.86	73,666 37.76	75,507 38.72
13 Hourly	43,573 22.34	44,661 22.90	45,777 23.47	46,922 24.06	48,098 24.66	49,298 25.28	50,531 25.91	51,794 26.56	53,088 27.22	54,416 27.91	55,776 28.60	57,172 29.32	58,601 30.05	60,066 30.80	61,566 31.57	63,105 32.36	64,684 33.17	66,301 34.00	67,958 34.85
12 Hourly	39,215 20.11	40,196 20.61	41,201 21.13	42,231 21.66	43,287 22.20	44,369 22.75	45,477 23.32	46,614 23.90	47,781 24.50	48,975 25.11	50,200 25.74	51,453 26.39	52,740 27.05	54,059 27.72	55,410 28.41	56,795 29.13	58,215 29.85	59,671 30.60	61,162 31.37
11 Hourly	35,294 18.10	36,176 18.55	37,081 19.02	38,008 19.49	38,958 19.98	39,932 20.48	40,930 20.99	41,953 21.51	43,002 22.05	44,077 22.60	45,179 23.17	46,308 23.75	47,465 24.34	48,652 24.95	49,869 25.57	51,116 26.21	52,395 26.87	53,703 27.54	55,046 28.23
10 Hourly	34,616 17.75	35,482 18.20	36,368 18.65	37,278 19.12	38,210 19.59	39,165 20.08	40,145 20.59	41,148 21.10	42,177 21.63	43,231 22.17	44,311 22.72	45,420 23.28	46,556 23.87	47,719 24.47	48,913 25.08	50,136 25.71	51,389 26.35	52,674 27.01	53,991 27.69
9 Hourly	29,149 14.95	29,878 15.32	30,625 15.71	31,390 16.10	32,175 16.50	32,979 16.91	33,805 17.34	34,649 17.77	35,516 18.21	36,404 18.67	37,313 19.13	38,247 19.61	39,203 20.10	40,184 20.61	41,187 21.12	42,217 21.65	43,272 22.19	44,354 22.75	45,464 23.31
8 Hourly	27,693 14.20	28,385 14.56	29,094 14.92	29,823 15.29	30,567 15.67	31,332 16.07	32,116 16.47	32,918 16.88	33,741 17.30	34,585 17.74	35,450 18.18	36,335 18.63	37,244 19.10	38,174 19.58	39,129 20.07	40,107 20.57	41,110 21.08	42,138 21.61	43,191 22.15
7 Hourly	26,235 13.45	26,892 13.79	27,563 14.13	28,253 14.49	28,959 14.85	29,683 15.22	30,424 15.60	31,185 15.99	31,966 16.39	32,765 16.80	33,583 17.22	34,422 17.65	35,282 18.09	36,164 18.54	37,069 19.01	37,995 19.48	38,946 19.97	39,919 20.47	40,918 20.98

Will County Health Department Wage Schedule

Fiscal Year 2023, 6.75% Increase as of December 1st, 2022

16 Hourly	63,799 32,7174	65,395 33,5359	67,029 34,3738	68,705 35,2333	70,423 36,1144	72,184 37,0174	73,987 37,9421	75,837 38,8908	77,733 39,8631	79,677 40,8600	81,668 41,8810	83,711 42,9287	85,804 44,0021	87,947 45,1010	90,146 46,2287	92,401 47,3851	94,711 48,5697	97,078 49,7636	99,506 51,0287
15 Hourly	57,422 29,4472	58,856 30,1636	60,330 30,9385	61,838 31,7118	63,383 32,5041	64,968 33,3169	66,592 34,1497	68,257 35,0036	69,965 35,8795	71,713 36,7759	73,506 37,6954	75,343 38,6374	77,226 39,6031	79,158 40,5938	81,135 41,6077	83,165 42,6487	85,244 43,7149	87,376 44,8062	89,560 45,9282
14 Hourly	51,681 26,5031	52,973 27,1656	54,296 27,8441	55,653 28,5400	57,045 29,2538	58,471 29,9851	59,933 30,7349	61,431 31,5031	62,966 32,2903	64,541 33,0979	66,155 33,9256	67,810 34,7744	69,504 35,6431	71,242 36,5344	73,023 37,4477	74,849 38,3841	76,719 39,3431	78,638 40,3272	80,604 41,3354
13 Hourly	48,514 23,8533	47,676 24,4492	48,867 25,0600	50,089 25,6867	51,342 26,3292	52,626 26,9877	53,942 27,6626	55,290 28,3538	56,671 29,0621	58,089 29,7892	59,541 30,5338	61,031 31,2979	62,557 32,0805	64,120 32,8621	65,722 33,7036	67,365 34,5462	69,050 35,4103	70,776 36,2854	72,545 37,2026
12 Hourly	41,862 21,4677	42,909 22,0046	43,982 22,5549	45,082 23,1190	46,209 23,6969	47,364 24,2892	48,547 24,8959	49,760 25,5179	51,006 26,1569	52,281 26,8108	53,589 27,4815	54,926 28,1672	56,300 28,8718	57,708 29,5938	59,150 30,3333	60,629 31,0918	62,145 31,8692	63,699 32,6662	65,280 33,4821
11 Hourly	37,676 19,3210	38,618 19,8041	39,584 20,2965	40,574 20,8072	41,588 21,3272	42,627 21,8600	43,693 22,4067	44,785 22,9667	45,905 23,5410	47,052 24,1292	48,229 24,7328	49,434 25,3508	50,669 25,9841	51,936 26,6338	53,235 27,3000	54,566 27,9826	55,932 28,6831	57,328 29,3690	58,762 30,1344
10 Hourly	36,953 18,9503	37,877 19,4241	38,823 19,9082	39,794 20,4072	40,789 20,9174	41,809 21,4405	42,855 21,9769	43,925 22,5256	45,024 23,0892	46,149 23,6662	47,302 24,2374	48,486 24,8646	49,699 25,4967	50,940 26,1231	52,215 26,7769	53,520 27,4462	54,858 28,1323	56,229 28,8354	57,635 29,5564
9 Hourly	31,117 15,9574	31,895 16,3564	32,692 16,7851	33,509 17,1841	34,347 17,6138	35,205 18,0538	36,087 18,5062	36,988 18,9682	37,913 19,4426	38,861 19,9287	39,832 20,4267	40,829 20,9379	41,849 21,4610	42,896 21,9979	43,967 22,5472	45,067 23,1113	46,193 23,6867	47,348 24,2810	48,533 24,8887
8 Hourly	29,562 15,1600	30,301 15,5390	31,058 15,9272	31,836 16,3262	32,630 16,7333	33,447 17,1523	34,284 17,5815	35,140 18,0205	36,019 18,4713	36,919 18,9329	37,843 19,4067	38,788 19,8913	39,758 20,3887	40,751 20,8979	41,770 21,4205	42,814 21,9559	43,885 22,5051	44,982 23,0677	46,106 23,6441
7 Hourly	28,006 14,3621	28,707 14,7215	29,424 15,0892	30,160 15,4667	30,914 15,8533	31,687 16,2487	32,478 16,6554	33,290 17,0718	34,124 17,4995	34,977 17,9369	35,850 18,3846	36,745 18,8436	37,664 19,3149	38,605 19,7974	39,571 20,2928	40,560 20,8000	41,575 21,3205	42,614 21,8533	43,680 22,4000

Will County Health Department Wage Schedule

Fiscal Year 2023, One Step Increase as of June 1, 2023

16 Hourly	11 67,029 34,3738	12 68,705 35,2333	13 70,423 36,1144	14 72,184 37,0174	15 73,987 37,9421	16 75,837 38,8908	17 77,733 39,8631	18 79,677 40,8600	19 81,668 41,8810	20 83,711 42,9287	21 85,804 44,0021	22 87,947 45,1010	23 90,146 46,2287	24 92,401 47,3851	25 94,711 48,5697	26 97,078 49,7836	27 99,506 51,0287
15 Hourly	60,330 30,9385	61,838 31,7118	63,383 32,5041	64,968 33,3169	66,592 34,1497	68,257 35,0036	69,965 35,8795	71,713 36,7759	73,506 37,6954	75,343 38,6374	77,226 39,6031	79,158 40,5938	81,135 41,6077	83,165 42,6487	85,244 43,7149	87,376 44,8082	89,560 45,9282
14 Hourly	54,296 27,8441	55,653 28,5400	57,045 29,2538	58,471 29,9851	59,933 30,7349	61,431 31,5031	62,966 32,2903	64,541 33,0979	66,155 33,9256	67,810 34,7744	69,504 35,6431	71,242 36,5344	73,023 37,4477	74,849 38,3841	76,719 39,3431	78,638 40,3272	80,604 41,3354
13 Hourly	48,867 25,0600	50,089 25,6867	51,342 26,3292	52,626 26,9877	53,942 27,6626	55,290 28,3538	56,671 29,0621	58,089 29,7892	59,541 30,5338	61,031 31,2979	62,557 32,0805	64,120 32,8621	65,722 33,7036	67,365 34,5462	69,050 35,4103	70,776 36,2954	72,545 37,2026
12 Hourly	43,982 22,5549	45,082 23,1190	46,209 23,6969	47,364 24,2892	48,547 24,8959	49,760 25,5179	51,006 26,1569	52,281 26,8108	53,589 27,4815	54,926 28,1672	56,300 28,8718	57,708 29,5938	59,150 30,3333	60,629 31,0918	62,145 31,8692	63,699 32,6662	65,290 33,4821
11 Hourly	39,584 20,2995	40,574 20,8072	41,588 21,3272	42,627 21,8600	43,693 22,4067	44,785 22,9667	45,905 23,5410	47,052 24,1292	48,229 24,7328	49,434 25,3508	50,669 25,9841	51,936 26,6338	53,235 27,3000	54,566 27,9826	55,932 28,6831	57,328 29,3990	58,762 30,1344
10 Hourly	38,823 19,9092	39,794 20,4072	40,789 20,9174	41,809 21,4405	42,855 21,9769	43,925 22,5256	45,024 23,0892	46,149 23,6662	47,302 24,2574	48,486 24,8646	49,699 25,4867	50,940 26,1231	52,215 26,7769	53,520 27,4462	54,858 28,1323	56,229 28,8354	57,635 29,5564
9 Hourly	32,692 16,7651	33,509 17,1841	34,347 17,6138	35,205 18,0538	36,087 18,5062	36,988 18,9882	37,913 19,4426	38,861 19,9287	39,832 20,4267	40,829 20,9379	41,849 21,4610	42,896 21,9979	43,967 22,5472	45,067 23,1113	46,193 23,6887	47,348 24,2810	48,533 24,8887
8 Hourly	31,058 15,9272	31,836 16,3262	32,630 16,7333	33,447 17,1523	34,284 17,5815	35,140 18,0205	36,019 18,4713	36,919 18,9328	37,843 19,4067	38,788 19,8913	39,758 20,3887	40,751 20,8979	41,770 21,4205	42,814 21,9559	43,885 22,5051	44,982 23,0677	46,106 23,6441
7 Hourly	29,424 15,0892	30,160 15,4667	30,914 15,8533	31,687 16,2497	32,478 16,6554	33,290 17,0718	34,124 17,4995	34,977 17,9369	35,850 18,3846	36,745 18,8436	37,664 19,3149	38,605 19,7974	39,571 20,2928	40,560 20,8000	41,575 21,3205	42,614 21,8533	43,680 22,4000

Will County Health Department Wage Schedule

Fiscal Year 2024, 3.75% Increase as of December 1st, 2023

	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
16 Hourly	69,543 35,6631	71,281 36,5544	73,064 37,4687	74,891 38,4056	76,762 39,3651	78,681 40,3492	80,648 41,3579	82,665 42,3923	84,731 43,4518	86,850 44,5395	89,022 45,6623	91,245 46,7923	93,526 47,9621	95,866 49,1621	98,263 50,3913	100,718 51,6503	103,237 52,9421
15 Hourly	62,592 32,0985	64,157 32,9010	65,760 33,7231	67,404 34,5662	69,089 35,4303	70,817 36,3164	72,589 37,2251	74,402 38,1549	76,262 39,1087	78,168 40,0862	80,122 41,0982	82,126 42,1159	84,178 43,1682	86,284 44,2482	88,441 45,3544	90,653 46,4887	92,919 47,6508
14 Hourly	56,332 28,8882	57,740 29,6103	59,184 30,3508	60,664 31,1097	62,180 31,8872	63,735 32,6846	65,327 33,5010	66,961 34,3390	68,686 35,1979	70,353 36,0785	72,110 36,9795	73,914 37,9046	75,761 38,8518	77,656 39,8236	79,596 40,8185	81,587 41,8395	83,627 42,8856
13 Hourly	50,700 26,0000	51,967 26,6497	53,267 27,3164	54,599 27,9995	55,965 28,7000	57,363 29,4169	58,796 30,1518	60,267 30,9062	61,774 31,6790	63,320 32,4718	64,903 33,2836	66,525 34,1154	68,187 34,9677	69,891 35,8415	71,639 36,7379	73,430 37,6564	75,265 38,5974
12 Hourly	45,631 23,4005	46,773 23,9862	47,942 24,5856	49,140 25,2000	50,368 25,8297	51,626 26,4749	52,919 27,1379	54,242 27,8164	55,599 28,5123	56,986 29,2236	58,411 29,9544	59,872 30,7036	61,368 31,4708	62,903 32,2579	64,475 33,0641	66,088 33,8913	67,738 34,7374
11 Hourly	41,068 21,0605	42,096 21,5877	43,148 22,1272	44,226 22,6800	45,331 23,2467	46,464 23,8277	47,626 24,4236	48,816 25,0338	50,038 25,6605	51,288 26,3015	52,569 26,9585	53,884 27,6328	55,231 28,3236	56,612 29,0318	58,029 29,7585	59,478 30,5015	60,966 31,2646
10 Hourly	40,279 20,6559	41,286 21,1723	42,319 21,7021	43,377 22,2446	44,462 22,8010	45,572 23,3703	46,712 23,9549	47,880 24,5538	49,076 25,1672	50,304 25,7969	51,563 26,4426	52,850 27,1026	54,173 27,7810	55,527 28,4754	56,915 29,1872	58,338 29,9169	59,796 30,6646
9 Hourly	33,918 17,3938	34,766 17,8287	35,635 18,2744	36,525 18,7308	37,440 19,2000	38,375 19,6795	39,335 20,1718	40,318 20,6759	41,326 21,1928	42,360 21,7231	43,418 22,2656	44,505 22,8231	45,616 23,3928	46,757 23,9779	47,925 24,5769	49,124 25,1918	50,353 25,8221
8 Hourly	32,223 16,5246	33,030 16,9385	33,854 17,3610	34,701 17,7954	35,570 18,2410	36,458 18,6864	37,370 19,1641	38,303 19,6426	39,262 20,1344	40,243 20,6374	41,249 21,1533	42,279 21,6815	43,336 22,2236	44,420 22,7795	45,531 23,3492	46,669 23,9328	47,835 24,5308
7 Hourly	30,527 15,6549	31,291 16,0467	32,073 16,4477	32,875 16,8590	33,696 17,2800	34,538 17,7118	35,404 18,1559	36,289 18,6097	37,194 19,0738	38,123 19,5503	39,076 20,0390	40,053 20,5400	41,055 21,0538	42,081 21,5800	43,134 22,1200	44,212 22,6728	45,318 23,2400

Will County Health Department Wage Schedule

Fiscal Year 2024, One Step Increase as of June 1, 2024

	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>
<u>16</u> Hourly	71,281 36,5544	73,064 37,4687	74,891 38,4056	76,762 39,3651	78,681 40,3492	80,648 41,3579	82,665 42,3923	84,731 43,4518	86,850 44,5385	89,022 45,6523	91,245 46,7923	93,526 47,9621	95,866 49,1621	98,263 50,3913	100,718 51,6503	103,237 52,9421
<u>15</u> Hourly	64,157 32,9010	65,760 33,7231	67,404 34,5662	69,089 35,4303	70,817 36,3164	72,589 37,2251	74,402 38,1549	76,262 39,1087	78,168 40,0862	80,122 41,0882	82,126 42,1159	84,178 43,1682	86,284 44,2482	88,441 45,3544	90,653 46,4887	92,919 47,6508
<u>14</u> Hourly	57,740 29,6103	59,184 30,3508	60,664 31,1097	62,180 31,8872	63,735 32,6846	65,327 33,5010	66,961 34,3390	68,636 35,1979	70,353 36,0785	72,110 36,9795	73,914 37,9046	75,761 38,8518	77,656 39,8236	79,596 40,8185	81,587 41,8395	83,627 42,8856
<u>13</u> Hourly	51,967 26,6497	53,267 27,3164	54,599 27,9995	55,965 28,7000	57,363 29,4169	58,796 30,1518	60,267 30,9062	61,774 31,6790	63,320 32,4718	64,903 33,2836	66,525 34,1154	68,187 34,9677	69,891 35,8415	71,639 36,7379	73,430 37,6564	75,265 38,5974
<u>12</u> Hourly	46,773 23,9862	47,942 24,5856	49,140 25,2000	50,368 25,8297	51,626 26,4749	52,919 27,1379	54,242 27,8164	55,599 28,5123	56,986 29,2236	58,411 29,9544	59,872 30,7036	61,368 31,4708	62,903 32,2579	64,475 33,0641	66,088 33,8913	67,738 34,7374
<u>11</u> Hourly	42,096 21,5877	43,148 22,1272	44,226 22,6800	45,331 23,2467	46,464 23,8277	47,626 24,4236	48,816 25,0338	50,038 25,6605	51,288 26,3015	52,569 26,9585	53,884 27,6328	55,231 28,3236	56,612 29,0318	58,029 29,7585	59,478 30,5015	60,966 31,2646
<u>10</u> Hourly	41,286 21,1723	42,319 21,7021	43,377 22,2446	44,462 22,8010	45,572 23,3703	46,712 23,9549	47,880 24,5538	49,076 25,1672	50,304 25,7969	51,563 26,4426	52,850 27,1026	54,173 27,7810	55,527 28,4754	56,915 29,1872	58,338 29,9169	59,796 30,6646
<u>9</u> Hourly	34,766 17,8287	35,635 18,2744	36,525 18,7308	37,440 19,2000	38,375 19,6795	39,335 20,1718	40,318 20,6759	41,326 21,1928	42,360 21,7231	43,418 22,2656	44,505 22,8231	45,616 23,3928	46,757 23,9779	47,925 24,5769	49,124 25,1918	50,353 25,8221
<u>8</u> Hourly	33,030 16,9385	33,854 17,3610	34,701 17,7954	35,570 18,2410	36,458 18,6964	37,370 19,1641	38,303 19,6426	39,262 20,1344	40,243 20,6374	41,249 21,1533	42,279 21,6815	43,336 22,2236	44,420 22,7795	45,531 23,3492	46,669 23,9328	47,835 24,5308
<u>7</u> Hourly	31,291 16,0467	32,073 16,4477	32,875 16,8590	33,696 17,2800	34,538 17,7118	35,404 18,1559	36,289 18,6097	37,194 19,0738	38,123 19,5503	39,076 20,0390	40,053 20,5400	41,055 21,0538	42,081 21,5800	43,134 22,1200	44,212 22,6728	45,318 23,2400

Will County Health Department Wage Schedule

Fiscal Year 2025, 3% Increase as of December 1st, 2024

	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>
16 Hourly	73,419 37,6508	75,256 38,5928	77,138 39,5579	79,065 40,5462	81,041 41,5595	83,067 42,5985	85,145 43,6641	87,273 44,7554	89,456 45,8749	91,693 47,0221	93,982 48,1959	96,332 49,4010	98,742 50,6369	101,211 51,9031	103,740 53,2000	106,334 54,5303
15 Hourly	66,082 33,8882	67,733 34,7349	69,426 35,6031	71,162 36,4933	72,942 37,4062	74,767 38,3421	76,634 39,2995	78,550 40,2821	80,513 41,2887	82,526 42,3210	84,590 43,3795	86,703 44,4631	88,873 45,5759	91,094 46,7149	93,373 47,8836	95,707 49,0805
14 Hourly	59,472 30,4985	60,960 31,2615	62,484 32,0431	64,045 32,8436	65,647 33,6651	67,287 34,5062	68,970 35,3692	70,695 36,2538	72,464 37,1610	74,273 38,0887	76,131 39,0415	78,034 40,0174	79,986 41,0185	81,984 42,0431	84,035 43,0949	86,136 44,1723
13 Hourly	53,526 27,4492	54,865 28,1359	56,237 28,8395	57,644 29,5610	59,084 30,2995	60,560 31,0564	62,075 31,8333	63,627 32,6292	65,220 33,4462	66,850 34,2821	68,521 35,1390	70,233 36,0169	71,988 36,9169	73,788 37,8400	75,633 38,7862	77,523 39,7554
12 Hourly	48,176 24,7056	49,380 25,3231	50,614 25,9559	51,879 26,6046	53,175 27,2692	54,507 27,9523	55,859 28,6508	57,267 29,3677	58,696 30,1005	60,163 30,8528	61,668 31,6246	63,209 32,4149	64,790 33,2256	66,409 34,0559	68,071 34,9082	69,770 35,7795
11 Hourly	43,359 22,2354	44,442 22,7908	45,553 23,3605	46,691 23,9441	47,858 24,5426	49,055 25,1564	50,280 25,7846	51,539 26,4303	52,827 27,0908	54,146 27,7672	55,501 28,4621	56,888 29,1733	58,310 29,9026	59,770 30,6513	61,262 31,4164	62,795 32,2026
10 Hourly	42,525 21,8077	43,589 22,3533	44,678 22,9118	45,796 23,4851	46,939 24,0713	48,113 24,6733	49,316 25,2903	50,548 25,9221	51,813 26,5708	53,110 27,2359	54,436 27,9159	55,798 28,6144	57,193 29,3297	58,622 30,0626	60,088 30,8144	61,590 31,5646
9 Hourly	35,809 18,3636	36,704 18,8226	37,621 19,2928	38,563 19,7759	39,526 20,2697	40,515 20,7769	41,528 21,2964	42,566 21,8287	43,631 22,3749	44,721 22,9338	45,840 23,5077	46,984 24,0944	48,160 24,6974	49,363 25,3144	50,598 25,9477	51,864 26,5969
8 Hourly	34,021 17,4467	34,870 17,8821	35,742 18,3292	36,637 18,7882	37,552 19,2574	38,491 19,7390	39,452 20,2318	40,440 20,7385	41,450 21,2564	42,486 21,7877	43,547 22,3318	44,636 22,8903	45,753 23,4631	46,897 24,0497	48,069 24,6508	49,270 25,2667
7 Hourly	32,230 16,5282	33,035 16,9410	33,861 17,3646	34,707 17,7985	35,574 18,2431	36,466 18,7005	37,378 19,1682	38,310 19,6462	39,267 20,1369	40,248 20,6400	41,255 21,1564	42,287 21,6856	43,343 22,2272	44,428 22,7836	45,538 23,3528	46,678 23,9374

Will County Health Department Wage Schedule

Fiscal Year 2025, One Step Increase as of June 1, 2025

	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>
<u>16</u> Hourly	75,256 38,5928	77,138 39,5579	79,065 40,5462	81,041 41,5595	83,067 42,5985	85,145 43,6641	87,273 44,7554	89,456 45,8749	91,693 47,0221	93,982 48,1959	96,332 49,4010	98,742 50,6369	101,211 51,9031	103,740 53,2000	106,334 54,5303
<u>15</u> Hourly	67,733 34,7349	69,426 35,6031	71,162 36,4933	72,942 37,4062	74,767 38,3421	76,634 39,2995	78,550 40,2821	80,513 41,2887	82,526 42,3210	84,590 43,3795	86,703 44,4631	88,873 45,5759	91,094 46,7149	93,373 47,8836	95,707 49,0805
<u>14</u> Hourly	60,960 31,2615	62,484 32,0431	64,045 32,8436	65,647 33,6651	67,287 34,5062	68,970 35,3692	70,695 36,2538	72,464 37,1610	74,273 38,0887	76,131 39,0415	78,034 40,0174	79,986 41,0185	81,984 42,0431	84,035 43,0949	86,136 44,1723
<u>13</u> Hourly	54,865 28,1359	56,237 28,8395	57,644 29,5610	59,084 30,2995	60,560 31,0564	62,075 31,8333	63,627 32,6292	65,220 33,4462	66,850 34,2821	68,521 35,1390	70,233 36,0169	71,988 36,9169	73,788 37,8400	75,633 38,7862	77,523 39,7554
<u>12</u> Hourly	49,380 25,3231	50,614 25,9559	51,879 26,6046	53,175 27,2692	54,507 27,9523	55,869 28,6508	57,267 29,3677	58,696 30,1005	60,163 30,8528	61,668 31,6246	63,209 32,4149	64,790 33,2256	66,409 34,0559	68,071 34,9082	69,770 35,7795
<u>11</u> Hourly	44,442 22,7908	45,553 23,3605	46,691 23,9441	47,858 24,5426	49,055 25,1564	50,280 25,7846	51,539 26,4303	52,827 27,0908	54,146 27,7672	55,501 28,4621	56,888 29,1733	58,310 29,9026	59,770 30,6513	61,262 31,4164	62,795 32,2026
<u>10</u> Hourly	43,589 22,3533	44,678 22,9118	45,796 23,4851	46,939 24,0713	48,113 24,6733	49,316 25,2903	50,548 25,9221	51,813 26,5708	53,110 27,2359	54,436 27,9159	55,798 28,6144	57,193 29,3297	58,622 30,0626	60,088 30,8144	61,590 31,5846
<u>9</u> Hourly	36,704 18,8226	37,621 19,2928	38,563 19,7759	39,526 20,2697	40,515 20,7769	41,528 21,2964	42,566 21,8287	43,631 22,3749	44,721 22,9338	45,840 23,5077	46,984 24,0944	48,160 24,6974	49,363 25,3144	50,598 25,9477	51,864 26,5969
<u>8</u> Hourly	34,870 17,8821	35,742 18,3292	36,637 18,7882	37,552 19,2574	38,491 19,7390	39,452 20,2318	40,440 20,7385	41,450 21,2564	42,486 21,7877	43,547 22,3318	44,636 22,8903	45,753 23,4631	46,897 24,0497	48,069 24,6508	49,270 25,2667
<u>7</u> Hourly	33,035 16,9410	33,861 17,3646	34,707 17,7985	35,574 18,2431	36,466 18,7005	37,378 19,1682	38,310 19,6462	39,267 20,1369	40,248 20,6400	41,255 21,1564	42,287 21,6856	43,343 22,2272	44,428 22,7836	45,538 23,3528	46,678 23,9374