

EMPLOYER’S SUBMISSION OF FINAL OFFERS

Pursuant to the Arbitrator’s directive issued at the close of the hearing, the Employer, Cook County (“County” or “Employer”), submits the following as its Final Offers for all disputed issues in this matter.

DISPUTED ISSUES

1. Where should existing Service and Maintenance classifications/pay grades be placed on the X-Salary Schedule?
2. Should there be any adjustments to the X-Salary Schedule?
3. Should there be any adjustments to the Corporate, CCH, OT/PT/SP, and Technologist salary schedules?

Issue No. 1

Upgrade Service and Maintenance employees to the X-Salary Schedule as reflected in the following (to be effective June 1, 2021):

Current Grade	New Grade
CB/CC	X14
CD	X14
CE	X14
CF/DE/DF	X15
CG/DH	X16
CK	X10
Grade 11-Cook	X10
Janitor I – X11	X11
Janitor II – X09	X09
Janitor III – X10	X10
Window Washer I – X17	X17
Window Washer II – X18	X18

Issue No. 2

Adjust the X-Salary Schedule, effective June 1, 2021, per the following:

<u>Grade</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
X09	\$19.309	\$20.438	\$21.633	\$23.68
X10	\$22.043	\$23.333	\$24.697	\$27.04
X11	\$15.868	\$16.795	\$17.777	\$19.46
X12	\$16.268	\$17.302	\$18.402	\$20.25
X13	\$17.048	\$18.114	\$19.247	\$21.16
X14	\$17.323	\$18.391	\$19.524	\$21.44
X15	\$17.609	\$18.678	\$19.812	\$21.74
X16	\$18.506	\$19.634	\$20.831	\$22.86
X17	\$23.19	\$24.55	\$25.99	\$27.71
X18	\$24.62	\$26.06	\$27.58	\$30.23

Issue No. 3

- A) Effective June 1, 2021, adjust Corporate salary schedule:
 - i) eliminate Entry Rate;
 - ii) provide for a differential of 5% between Step 8 and Step 9. No other adjustments to Corporate salary schedule.

- B) Effective June 1, 2021, adjust CCH salary schedule:
 - i) eliminate Entry Rate;
 - ii) provide for a differential of 2% between Step 8 and Step 9;
 - iii) provide for a differential of 5% between Step 9 and Step 10. No other adjustments to CCH salary schedule

- C) Effective June 1, 2021, adjust OT/PT/SP salary schedule:
 - i) eliminate Entry Rate;
 - ii) provide for a differential of 5% between Step 9 and Step 10. No other adjustments to OT/PT/SP salary schedule

- D) Effective June 1, 2021, eliminate Entry Rate in Technologist salary schedule. No other changes to Technologist salary schedule.