

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO**  
**TECHNICAL, ADMINISTRATIVE AND MANAGERIAL PAY PLAN**

**Exhibit A**

**2010**

(based on 260 days/year)

		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>
		to	next	next	next	next	at	at	at	at
		6 mos.	12 mos.	12 mos.	12 mos.	12 mos.	6 years*	10 years*	16 years*	20 years*
<b>GRADE</b>		*Requires one year minimum at former step								
<b>TAM 7</b>	<b>ANNUAL</b>	29,305.64	30,977.18	32,649.24	34,321.30	35,992.84	37,665.16	39,337.22	41,009.54	42,681.34
	<b>MONTHLY</b>	2,442.14	2,581.43	2,720.77	2,860.11	2,999.40	3,138.76	3,278.10	3,417.46	3,556.78
	<b>BI-WEEKLY</b>	1,127.14	1,191.43	1,255.74	1,320.05	1,384.34	1,448.66	1,512.97	1,577.29	1,641.59
	<b>WEEKLY</b>	563.57	595.72	627.87	660.03	692.17	724.33	756.49	788.65	820.80
	<b>HOURLY-7</b>	16.102	17.020	17.939	18.858	19.776	20.695	21.614	22.533	23.451
	<b>HOURLY-8</b>	14.089	14.893	15.697	16.501	17.304	18.108	18.912	19.716	20.520
<b>TAM 8</b>	<b>ANNUAL</b>	31,894.98	33,781.02	35,668.36	37,555.18	39,442.78	41,329.34	43,217.46	45,104.80	46,990.32
	<b>MONTHLY</b>	2,657.92	2,815.09	2,972.36	3,129.60	3,286.90	3,444.11	3,601.46	3,758.73	3,915.86
	<b>BI-WEEKLY</b>	1,226.73	1,299.27	1,371.86	1,444.43	1,517.03	1,589.59	1,662.21	1,734.80	1,807.32
	<b>WEEKLY</b>	613.37	649.64	685.93	722.22	758.52	794.80	831.11	867.40	903.66
	<b>HOURLY-7</b>	17.525	18.561	19.598	20.635	21.672	22.708	23.746	24.783	25.819
	<b>HOURLY-8</b>	15.334	16.241	17.148	18.055	18.963	19.870	20.778	21.685	22.592
<b>TAM 9</b>	<b>ANNUAL</b>	35,000.68	37,146.20	39,291.72	41,436.98	43,582.24	45,726.98	47,872.50	50,018.28	52,163.28
	<b>MONTHLY</b>	2,916.72	3,095.52	3,274.31	3,453.08	3,631.85	3,810.58	3,989.38	4,168.19	4,346.94
	<b>BI-WEEKLY</b>	1,346.18	1,428.70	1,511.22	1,593.73	1,676.24	1,758.73	1,841.25	1,923.78	2,006.28
	<b>WEEKLY</b>	673.09	714.35	755.61	796.87	838.12	879.37	920.63	961.89	1,003.14
	<b>HOURLY-7</b>	19.231	20.410	21.589	22.768	23.946	25.125	26.304	27.483	28.661
	<b>HOURLY-8</b>	16.827	17.859	18.890	19.922	20.953	21.984	23.016	24.047	25.079
<b>TAM 10</b>	<b>ANNUAL</b>	39,143.00	41,633.80	44,122.26	46,612.80	49,100.74	51,591.80	54,080.52	56,570.54	59,059.52
	<b>MONTHLY</b>	3,261.92	3,469.48	3,676.86	3,884.40	4,091.73	4,299.32	4,506.71	4,714.21	4,921.63
	<b>BI-WEEKLY</b>	1,505.50	1,601.30	1,697.01	1,792.80	1,888.49	1,984.30	2,080.02	2,175.79	2,271.52
	<b>WEEKLY</b>	752.75	800.65	848.51	896.40	944.25	992.15	1,040.01	1,087.90	1,135.76
	<b>HOURLY-7</b>	21.507	22.876	24.243	25.611	26.978	28.347	29.715	31.083	32.450
	<b>HOURLY-8</b>	18.819	20.016	21.213	22.410	23.606	24.804	26.000	27.197	28.394
<b>TAM 11</b>	<b>ANNUAL</b>	43,977.18	46,867.86	49,758.80	52,649.22	55,541.46	58,432.40	61,323.08	64,214.80	67,105.48
	<b>MONTHLY</b>	3,664.77	3,905.66	4,146.57	4,387.44	4,628.46	4,869.37	5,110.26	5,351.23	5,592.12
	<b>BI-WEEKLY</b>	1,691.43	1,802.61	1,913.80	2,024.97	2,136.21	2,247.40	2,358.58	2,469.80	2,580.98
	<b>WEEKLY</b>	845.72	901.31	956.90	1,012.49	1,068.11	1,123.70	1,179.29	1,234.90	1,290.49
	<b>HOURLY-7</b>	24.163	25.752	27.340	28.928	30.517	32.106	33.694	35.283	36.871
	<b>HOURLY-8</b>	21.143	22.533	23.923	25.312	26.703	28.093	29.482	30.873	32.262

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**TECHNICAL, ADMINISTRATIVE AND MANAGERIAL PAY PLAN**

**Exhibit A**

**2010**

(based on 260 days/year)

		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>
		to	next	next	next	next	at	at	at	at
<b>GRADE</b>		6 mos.	12 mos.	12 mos.	12 mos.	12 mos.	6 years*	10 years*	16 years*	20 years*
		*Requires one year minimum at former step								
<b>TAM 12</b>	<b>ANNUAL</b>	49,845.64	53,223.56	56,602.00	59,981.22	63,359.92	66,739.40	70,117.58	73,497.06	76,875.50
	<b>MONTHLY</b>	4,153.80	4,435.30	4,716.83	4,998.44	5,279.99	5,561.62	5,843.13	6,124.76	6,406.29
	<b>BI-WEEKLY</b>	1,917.14	2,047.06	2,177.00	2,306.97	2,436.92	2,566.90	2,696.83	2,826.81	2,956.75
	<b>WEEKLY</b>	958.57	1,023.53	1,088.50	1,153.49	1,218.46	1,283.45	1,348.42	1,413.41	1,478.38
	<b>HOURLY-7</b>	27.388	29.244	31.100	32.957	34.813	36.670	38.526	40.383	42.239
	<b>HOURLY-8</b>	23.964	25.588	27.213	28.837	30.462	32.086	33.710	35.335	36.959
<b>TAM 13</b>	<b>ANNUAL</b>	56,403.88	60,328.06	64,250.94	68,175.38	72,099.04	76,023.22	79,947.40	83,871.84	87,794.20
	<b>MONTHLY</b>	4,700.32	5,027.34	5,354.25	5,681.28	6,008.25	6,335.27	6,662.28	6,989.32	7,316.18
	<b>BI-WEEKLY</b>	2,169.38	2,320.31	2,471.19	2,622.13	2,773.04	2,923.97	3,074.90	3,225.84	3,376.70
	<b>WEEKLY</b>	1,084.69	1,160.16	1,235.60	1,311.07	1,386.52	1,461.99	1,537.45	1,612.92	1,688.35
	<b>HOURLY-7</b>	30.991	33.147	35.303	37.459	39.615	41.771	43.927	46.083	48.239
	<b>HOURLY-8</b>	27.117	29.004	30.890	32.777	34.663	36.550	38.436	40.323	42.209
<b>TAM 14</b>	<b>ANNUAL</b>	60,647.08	64,818.00	68,989.70	73,162.44	77,333.36	81,505.32	85,675.98	89,848.72	94,018.86
	<b>MONTHLY</b>	5,053.92	5,401.50	5,749.14	6,096.87	6,444.45	6,792.11	7,139.67	7,487.39	7,834.91
	<b>BI-WEEKLY</b>	2,332.58	2,493.00	2,653.45	2,813.94	2,974.36	3,134.82	3,295.23	3,455.72	3,616.11
	<b>WEEKLY</b>	1,166.29	1,246.50	1,326.73	1,406.97	1,487.18	1,567.41	1,647.62	1,727.86	1,808.06
	<b>HOURLY-7</b>	33.323	35.614	37.906	40.199	42.491	44.783	47.075	49.367	51.659
	<b>HOURLY-8</b>	29.157	31.163	33.168	35.174	37.180	39.185	41.190	43.197	45.201
<b>TAM 15</b>	<b>ANNUAL</b>	66,564.42	70,919.16	75,273.90	79,628.12	83,982.34	88,337.08	92,693.38	97,048.12	101,402.60
	<b>MONTHLY</b>	5,547.04	5,909.93	6,272.83	6,635.68	6,998.53	7,361.42	7,724.45	8,087.34	8,450.22
	<b>BI-WEEKLY</b>	2,560.17	2,727.66	2,895.15	3,062.62	3,230.09	3,397.58	3,565.13	3,732.62	3,900.10
	<b>WEEKLY</b>	1,280.09	1,363.83	1,447.58	1,531.31	1,615.05	1,698.79	1,782.57	1,866.31	1,950.05
	<b>HOURLY-7</b>	36.574	38.967	41.359	43.752	46.144	48.537	50.930	53.323	55.716
	<b>HOURLY-8</b>	32.002	34.096	36.189	38.283	40.376	42.470	44.564	46.658	48.751
<b>TAM 16</b>	<b>ANNUAL</b>	73,872.50	78,453.44	83,035.16	87,615.84	92,197.04	96,778.50	101,359.96	105,941.42	110,522.10
	<b>MONTHLY</b>	6,156.04	6,537.79	6,919.60	7,301.32	7,683.09	8,064.88	8,446.66	8,828.45	9,210.18
	<b>BI-WEEKLY</b>	2,841.25	3,017.44	3,193.66	3,369.84	3,546.04	3,722.25	3,898.46	4,074.67	4,250.85
	<b>WEEKLY</b>	1,420.63	1,508.72	1,596.83	1,684.92	1,773.02	1,861.13	1,949.23	2,037.34	2,125.43
	<b>HOURLY-7</b>	40.589	43.106	45.624	48.141	50.658	53.175	55.692	58.210	60.726
	<b>HOURLY-8</b>	35.516	37.718	39.921	42.123	44.326	46.528	48.731	50.933	53.136

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**2010**

(based on 260 days/year)

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
		to 6 mos.	next 12 mos.	next 12 mos.	next 12 mos.	next 12 mos.	at 6 years*	at 10 years*	at 16 years*	at 20 years*
		*Requires one year minimum at former step								
<b>TAM 17</b>	<b>ANNUAL</b>	82,457.70	87,305.40	92,151.80	96,999.76	101,845.64	106,693.86	111,540.26	116,388.22	121,234.88
	<b>MONTHLY</b>	6,871.48	7,275.45	7,679.32	8,083.31	8,487.14	8,891.16	9,295.02	9,699.02	10,102.91
	<b>BI-WEEKLY</b>	3,171.45	3,357.90	3,544.30	3,730.76	3,917.14	4,103.61	4,290.01	4,476.47	4,662.88
	<b>WEEKLY</b>	1,585.73	1,678.95	1,772.15	1,865.38	1,958.57	2,051.81	2,145.01	2,238.24	2,331.44
	<b>HOURLY-7</b>	45.306	47.970	50.633	53.297	55.959	58.623	61.286	63.950	66.613
	<b>HOURLY-8</b>	39.643	41.974	44.304	46.635	48.964	51.295	53.625	55.956	58.286
<b>TAM 18</b>	<b>ANNUAL</b>	92,552.20	97,711.12	102,870.56	108,031.30	113,191.00	118,350.18	123,509.62	128,669.84	133,829.54
	<b>MONTHLY</b>	7,712.68	8,142.59	8,572.55	9,002.61	9,432.58	9,862.52	10,292.47	10,722.49	11,152.46
	<b>BI-WEEKLY</b>	3,559.70	3,758.12	3,956.56	4,155.05	4,353.50	4,551.93	4,750.37	4,948.84	5,147.29
	<b>WEEKLY</b>	1,779.85	1,879.06	1,978.28	2,077.53	2,176.75	2,275.97	2,375.19	2,474.42	2,573.65
	<b>HOURLY-7</b>	50.853	53.687	56.522	59.358	62.193	65.028	67.862	70.698	73.533
	<b>HOURLY-8</b>	44.496	46.977	49.457	51.938	54.419	56.899	59.380	61.861	64.341
<b>TAM 19</b>	<b>ANNUAL</b>	105,081.60	110,629.22	116,177.36	121,724.72	127,272.08	132,820.22	138,367.84	143,915.72	149,463.60
	<b>MONTHLY</b>	8,756.80	9,219.10	9,681.45	10,143.73	10,606.01	11,068.35	11,530.65	11,992.98	12,455.30
	<b>BI-WEEKLY</b>	4,041.60	4,254.97	4,468.36	4,681.72	4,895.08	5,108.47	5,321.84	5,535.22	5,748.60
	<b>WEEKLY</b>	2,020.80	2,127.49	2,234.18	2,340.86	2,447.54	2,554.24	2,660.92	2,767.61	2,874.30
	<b>HOURLY-7</b>	57.737	60.785	63.834	66.882	69.930	72.978	76.026	79.075	82.123
	<b>HOURLY-8</b>	50.520	53.187	55.855	58.522	61.189	63.856	66.523	69.190	71.858
<b>TAM 20</b>	<b>ANNUAL</b>	111,279.22	118,459.38	125,639.02	132,819.18	139,998.82	147,178.98	154,357.32	161,536.70	168,716.86
	<b>MONTHLY</b>	9,273.27	9,871.62	10,469.92	11,068.27	11,666.57	12,264.92	12,863.11	13,461.39	14,059.74
	<b>BI-WEEKLY</b>	4,279.97	4,556.13	4,832.27	5,108.43	5,384.57	5,660.73	5,936.82	6,212.95	6,489.11
	<b>WEEKLY</b>	2,139.99	2,278.07	2,416.14	2,554.22	2,692.29	2,830.37	2,968.41	3,106.48	3,244.56
	<b>HOURLY-7</b>	61.142	65.088	69.032	72.978	76.922	80.868	84.812	88.756	92.702
	<b>HOURLY-8</b>	53.500	56.952	60.403	63.855	67.307	70.759	74.210	77.662	81.114
<b>TAM 21</b>	<b>ANNUAL</b>	122,017.22	129,650.82	137,282.86	144,915.16	152,547.98	160,181.32	167,814.92	175,446.96	183,080.56
	<b>MONTHLY</b>	10,168.10	10,804.24	11,440.24	12,076.26	12,712.33	13,348.44	13,984.58	14,620.58	15,256.71
	<b>BI-WEEKLY</b>	4,692.97	4,986.57	5,280.11	5,573.66	5,867.23	6,160.82	6,454.42	6,747.96	7,041.56
	<b>WEEKLY</b>	2,346.49	2,493.29	2,640.06	2,786.83	2,933.62	3,080.41	3,227.21	3,373.98	3,520.78
	<b>HOURLY-7</b>	67.042	71.237	75.430	79.624	83.818	88.012	92.206	96.399	100.594
	<b>HOURLY-8</b>	58.662	62.332	66.001	69.671	73.340	77.010	80.680	84.350	88.020

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO**  
**TECHNICAL, ADMINISTRATIVE AND MANAGERIAL PAY PLAN**

**Exhibit A**

**2010**

(based on 260 days/year)

		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>
		to	next	next	next	next	at	at	at	at
		6 mos.	12 mos.	12 mos.	12 mos.	12 mos.	6 years*	10 years*	16 years*	20 years*
<b>GRADE</b>		*Requires one year minimum at former step								
<b>TAM 22</b>	<b>ANNUAL</b>	134,687.80	142,855.18	151,023.08	159,192.02	167,359.40	175,527.30	183,694.94	191,862.32	200,030.48
	<b>MONTHLY</b>	11,223.98	11,904.60	12,585.26	13,266.00	13,946.62	14,627.28	15,307.91	15,988.53	16,669.21
	<b>BI-WEEKLY</b>	5,180.30	5,494.43	5,808.58	6,122.77	6,436.90	6,751.05	7,065.19	7,379.32	7,693.48
	<b>WEEKLY</b>	2,590.15	2,747.22	2,904.29	3,061.39	3,218.45	3,375.53	3,532.60	3,689.66	3,846.74
	<b>HOURLY-7</b>	74.004	78.492	82.980	87.468	91.956	96.444	100.931	105.419	109.907
	<b>HOURLY-8</b>	64.754	68.680	72.607	76.535	80.461	84.388	88.315	92.242	96.169
<b>TAM 23</b>	<b>ANNUAL</b>	149,760.00	158,563.34	167,367.98	176,171.58	184,976.48	193,779.82	202,584.98	211,388.06	217,850.62
	<b>MONTHLY</b>	12,480.00	13,213.61	13,947.33	14,680.97	15,414.71	16,148.32	16,882.08	17,615.67	18,154.22
	<b>BI-WEEKLY</b>	5,760.00	6,098.59	6,437.23	6,775.83	7,114.48	7,453.07	7,791.73	8,130.31	8,378.87
	<b>WEEKLY</b>	2,880.00	3,049.30	3,218.62	3,387.92	3,557.24	3,726.54	3,895.87	4,065.16	4,189.44
	<b>HOURLY-7</b>	82.286	87.123	91.960	96.798	101.635	106.472	111.310	116.147	119.698
	<b>HOURLY-8</b>	72.000	76.232	80.465	84.698	88.931	93.163	97.397	101.629	104.736

<b>Exhibit B</b>
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<b>Year</b>	<b>General Adjustment</b>	<b>Percent Change in CPI-U For the 12 Month Period Ending in December</b>	<b>Cook County</b>	
2000	4.0%	3.4%	0%	
2001	5.0%	1.6%	3.0%	(12-1-00)
2002	4.0%	2.4%	2.5%	(6-1-02)
2003	4.0%	1.9%	2.0%	(12-1-02)
			1.0%	(6-1-03)
2004	3.0%	3.3%	3.0%	(12-1-03) plus \$500 bonus
2005	3.0%	3.4%	1.0%	(12-1-04)
2006	3.3%	2.5%	1.0%	(12-1-05)
			2.0%	(6-1-06)
2007	3.3%	4.1%	1.5%	(12-1-06)
			2.5%	(6-1-07)
2008	3.0%	0.1%	2.0%	(12-1-07)
			2.75%	(6-1-08)
2009	3.5%	2.7%	0%	

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO**  
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**Exhibit C**

**2011**

(based on 260 days/year)

		<b>APPOINTMENT STEP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>
		from start to 1 year anniv	at anniv 1	at anniv 2	at anniv 4	at anniv 6	at anniv 9	at anniv 12	at anniv 15	at anniv 20	at anniv 25
<b>GRADE</b>											All steps require one year minimum at former step
<b>TAM 7</b>	<b>ANNUAL</b>	27,840.36	29,305.64	30,977.18	32,649.24	34,321.30	35,992.84	37,665.16	39,337.22	41,009.54	42,681.34
	<b>MONTHLY</b>	2,320.03	2,442.14	2,581.43	2,720.77	2,860.11	2,999.40	3,138.76	3,278.10	3,417.46	3,556.78
	<b>BI-WEEKLY</b>	1,070.78	1,127.14	1,191.43	1,255.74	1,320.05	1,384.34	1,448.66	1,512.97	1,577.29	1,641.59
	<b>WEEKLY</b>	535.39	563.57	595.72	627.87	660.03	692.17	724.33	756.49	788.65	820.80
	<b>HOURLY-7</b>	15.297	16.102	17.020	17.939	18.858	19.776	20.695	21.614	22.533	23.451
	<b>HOURLY-8</b>	13.385	14.089	14.893	15.697	16.501	17.304	18.108	18.912	19.716	20.520
<b>TAM 8</b>	<b>ANNUAL</b>	30,300.23	31,894.98	33,781.02	35,668.36	37,555.18	39,442.78	41,329.34	43,217.46	45,104.80	46,990.32
	<b>MONTHLY</b>	2,525.02	2,657.92	2,815.09	2,972.36	3,129.60	3,286.90	3,444.11	3,601.46	3,758.73	3,915.86
	<b>BI-WEEKLY</b>	1,165.39	1,226.73	1,299.27	1,371.86	1,444.43	1,517.03	1,589.59	1,662.21	1,734.80	1,807.32
	<b>WEEKLY</b>	582.70	613.37	649.64	685.93	722.22	758.52	794.80	831.11	867.40	903.66
	<b>HOURLY-7</b>	16.648	17.525	18.561	19.598	20.635	21.672	22.708	23.746	24.783	25.819
	<b>HOURLY-8</b>	14.567	15.334	16.241	17.148	18.055	18.963	19.870	20.778	21.685	22.592
<b>TAM 9</b>	<b>ANNUAL</b>	33,250.65	35,000.68	37,146.20	39,291.72	41,436.98	43,582.24	45,726.98	47,872.50	50,018.28	52,163.28
	<b>MONTHLY</b>	2,770.89	2,916.72	3,095.52	3,274.31	3,453.08	3,631.85	3,810.58	3,989.38	4,168.19	4,346.94
	<b>BI-WEEKLY</b>	1,278.87	1,346.18	1,428.70	1,511.22	1,593.73	1,676.24	1,758.73	1,841.25	1,923.78	2,006.28
	<b>WEEKLY</b>	639.44	673.09	714.35	755.61	796.87	838.12	879.37	920.63	961.89	1,003.14
	<b>HOURLY-7</b>	18.270	19.231	20.410	21.589	22.768	23.946	25.125	26.304	27.483	28.661
	<b>HOURLY-8</b>	15.986	16.827	17.859	18.890	19.922	20.953	21.984	23.016	24.047	25.079
<b>TAM 10</b>	<b>ANNUAL</b>	37,185.85	39,143.00	41,633.80	44,122.26	46,612.80	49,100.74	51,591.80	54,080.52	56,570.54	59,059.52
	<b>MONTHLY</b>	3,098.82	3,261.92	3,469.48	3,676.86	3,884.40	4,091.73	4,299.32	4,506.71	4,714.21	4,921.63
	<b>BI-WEEKLY</b>	1,430.23	1,505.50	1,601.30	1,697.01	1,792.80	1,888.49	1,984.30	2,080.02	2,175.79	2,271.52
	<b>WEEKLY</b>	715.11	752.75	800.65	848.51	896.40	944.25	992.15	1,040.01	1,087.90	1,135.76
	<b>HOURLY-7</b>	20.432	21.507	22.876	24.243	25.611	26.978	28.347	29.715	31.083	32.450
	<b>HOURLY-8</b>	17.878	18.819	20.016	21.213	22.410	23.606	24.804	26.000	27.197	28.394
<b>TAM 11</b>	<b>ANNUAL</b>	41,778.32	43,977.18	46,867.86	49,758.80	52,649.22	55,541.46	58,432.40	61,323.08	64,214.80	67,105.48
	<b>MONTHLY</b>	3,481.53	3,664.77	3,905.66	4,146.57	4,387.44	4,628.46	4,869.37	5,110.26	5,351.23	5,592.12
	<b>BI-WEEKLY</b>	1,606.86	1,691.43	1,802.61	1,913.80	2,024.97	2,136.21	2,247.40	2,358.58	2,469.80	2,580.98
	<b>WEEKLY</b>	803.43	845.72	901.31	956.90	1,012.49	1,068.11	1,123.70	1,179.29	1,234.90	1,290.49
	<b>HOURLY-7</b>	22.955	24.163	25.752	27.340	28.928	30.517	32.106	33.694	35.283	36.871
	<b>HOURLY-8</b>	20.086	21.143	22.533	23.923	25.312	26.703	28.093	29.482	30.873	32.262

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO**  
**TECHNICAL, ADMINISTRATIVE AND MANAGERIAL PAY PLAN**

**Exhibit C**

**2011**

(based on 260 days/year)

GRADE	APPOINTMENT STEP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
		from start to 1 year anniv	at anniv 1	at anniv 2	at anniv 4	at anniv 6	at anniv 9	at anniv 12	at anniv 15	at anniv 20	at anniv 25
		All steps require one year minimum at former step									
<b>TAM 12</b>	<b>ANNUAL</b>	47,353.36	49,845.64	53,223.56	56,602.00	59,981.22	63,359.92	66,739.40	70,117.58	73,497.06	76,875.50
	<b>MONTHLY</b>	3,946.11	4,153.80	4,435.30	4,716.83	4,998.44	5,279.99	5,561.62	5,843.13	6,124.76	6,406.29
	<b>BI-WEEKLY</b>	1,821.28	1,917.14	2,047.06	2,177.00	2,306.97	2,436.92	2,566.90	2,696.83	2,826.81	2,956.75
	<b>WEEKLY</b>	910.64	958.57	1,023.53	1,088.50	1,153.49	1,218.46	1,283.45	1,348.42	1,413.41	1,478.38
	<b>HOURLY-7</b>	26.018	27.388	29.244	31.100	32.957	34.813	36.670	38.526	40.383	42.239
	<b>HOURLY-8</b>	22.766	23.964	25.588	27.213	28.837	30.462	32.086	33.710	35.335	36.959
<b>TAM 13</b>	<b>ANNUAL</b>	53,583.69	56,403.88	60,328.06	64,250.94	68,175.38	72,099.04	76,023.22	79,947.40	83,871.84	87,794.20
	<b>MONTHLY</b>	4,465.31	4,700.32	5,027.34	5,354.25	5,681.28	6,008.25	6,335.27	6,662.28	6,989.32	7,316.18
	<b>BI-WEEKLY</b>	2,060.91	2,169.38	2,320.31	2,471.19	2,622.13	2,773.04	2,923.97	3,074.90	3,225.84	3,376.70
	<b>WEEKLY</b>	1,030.46	1,084.69	1,160.16	1,235.60	1,311.07	1,386.52	1,461.99	1,537.45	1,612.92	1,688.35
	<b>HOURLY-7</b>	29.442	30.991	33.147	35.303	37.459	39.615	41.771	43.927	46.083	48.239
	<b>HOURLY-8</b>	25.761	27.117	29.004	30.890	32.777	34.663	36.550	38.436	40.323	42.209
<b>TAM 14</b>	<b>ANNUAL</b>	57,614.73	60,647.08	64,818.00	68,989.70	73,162.44	77,333.36	81,505.32	85,675.98	89,848.72	94,018.86
	<b>MONTHLY</b>	4,801.23	5,053.92	5,401.50	5,749.14	6,096.87	6,444.45	6,792.11	7,139.67	7,487.39	7,834.91
	<b>BI-WEEKLY</b>	2,215.95	2,332.58	2,493.00	2,653.45	2,813.94	2,974.36	3,134.82	3,295.23	3,455.72	3,616.11
	<b>WEEKLY</b>	1,107.98	1,166.29	1,246.50	1,326.73	1,406.97	1,487.18	1,567.41	1,647.62	1,727.86	1,808.06
	<b>HOURLY-7</b>	31.656	33.323	35.614	37.906	40.199	42.491	44.783	47.075	49.367	51.659
	<b>HOURLY-8</b>	27.699	29.157	31.163	33.168	35.174	37.180	39.185	41.190	43.197	45.201
<b>TAM 15</b>	<b>ANNUAL</b>	63,236.20	66,564.42	70,919.16	75,273.90	79,628.12	83,982.34	88,337.08	92,693.38	97,048.12	101,402.60
	<b>MONTHLY</b>	5,269.68	5,547.04	5,909.93	6,272.83	6,635.68	6,998.53	7,361.42	7,724.45	8,087.34	8,450.22
	<b>BI-WEEKLY</b>	2,432.16	2,560.17	2,727.66	2,895.15	3,062.62	3,230.09	3,397.58	3,565.13	3,732.62	3,900.10
	<b>WEEKLY</b>	1,216.08	1,280.09	1,363.83	1,447.58	1,531.31	1,615.05	1,698.79	1,782.57	1,866.31	1,950.05
	<b>HOURLY-7</b>	34.745	36.574	38.967	41.359	43.752	46.144	48.537	50.930	53.323	55.716
	<b>HOURLY-8</b>	30.402	32.002	34.096	36.189	38.283	40.376	42.470	44.564	46.658	48.751
<b>TAM 16</b>	<b>ANNUAL</b>	70,178.88	73,872.50	78,453.44	83,035.16	87,615.84	92,197.04	96,778.50	101,359.96	105,941.42	110,522.10
	<b>MONTHLY</b>	5,848.24	6,156.04	6,537.79	6,919.60	7,301.32	7,683.09	8,064.88	8,446.66	8,828.45	9,210.18
	<b>BI-WEEKLY</b>	2,699.19	2,841.25	3,017.44	3,193.66	3,369.84	3,546.04	3,722.25	3,898.46	4,074.67	4,250.85
	<b>WEEKLY</b>	1,349.59	1,420.63	1,508.72	1,596.83	1,684.92	1,773.02	1,861.13	1,949.23	2,037.34	2,125.43
	<b>HOURLY-7</b>	38.560	40.589	43.106	45.624	48.141	50.658	53.175	55.692	58.210	60.726
	<b>HOURLY-8</b>	33.740	35.516	37.718	39.921	42.123	44.326	46.528	48.731	50.933	53.136

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO**  
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**Exhibit C**

**2011**

(based on 260 days/year)

APPOINTMENT STEP		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
from start to 1 year anniv		at anniv 1	at anniv 2	at anniv 4	at anniv 6	at anniv 9	at anniv 12	at anniv 15	at anniv 20	at anniv 25	
<b>GRADE</b>		All steps require one year minimum at former step									
<b>TAM 17</b>	<b>ANNUAL</b>	78,334.82	82,457.70	87,305.40	92,151.80	96,999.76	101,845.64	106,693.86	111,540.26	116,388.22	121,234.88
	<b>MONTHLY</b>	6,527.90	6,871.48	7,275.45	7,679.32	8,083.31	8,487.14	8,891.16	9,295.02	9,699.02	10,102.91
	<b>BI-WEEKLY</b>	3,012.88	3,171.45	3,357.90	3,544.30	3,730.76	3,917.14	4,103.61	4,290.01	4,476.47	4,662.88
	<b>WEEKLY</b>	1,506.44	1,585.73	1,678.95	1,772.15	1,865.38	1,958.57	2,051.81	2,145.01	2,238.24	2,331.44
	<b>HOURLY-7</b>	43.041	45.306	47.970	50.633	53.297	55.959	58.623	61.286	63.950	66.613
	<b>HOURLY-8</b>	37.661	39.643	41.974	44.304	46.635	48.964	51.295	53.625	55.956	58.286
<b>TAM 18</b>	<b>ANNUAL</b>	87,924.59	92,552.20	97,711.12	102,870.56	108,031.30	113,191.00	118,350.18	123,509.62	128,669.84	133,829.54
	<b>MONTHLY</b>	7,327.05	7,712.68	8,142.59	8,572.55	9,002.61	9,432.58	9,862.52	10,292.47	10,722.49	11,152.46
	<b>BI-WEEKLY</b>	3,381.72	3,559.70	3,758.12	3,956.56	4,155.05	4,353.50	4,551.93	4,750.37	4,948.84	5,147.29
	<b>WEEKLY</b>	1,690.86	1,779.85	1,879.06	1,978.28	2,077.53	2,176.75	2,275.97	2,375.19	2,474.42	2,573.65
	<b>HOURLY-7</b>	48.310	50.853	53.687	56.522	59.358	62.193	65.028	67.862	70.698	73.533
	<b>HOURLY-8</b>	42.271	44.496	46.977	49.457	51.938	54.419	56.899	59.380	61.861	64.341
<b>TAM 19</b>	<b>ANNUAL</b>	99,827.52	105,081.60	110,629.22	116,177.36	121,724.72	127,272.08	132,820.22	138,367.84	143,915.72	149,463.60
	<b>MONTHLY</b>	8,318.96	8,756.80	9,219.10	9,681.45	10,143.73	10,606.01	11,068.35	11,530.65	11,992.98	12,455.30
	<b>BI-WEEKLY</b>	3,839.52	4,041.60	4,254.97	4,468.36	4,681.72	4,895.08	5,108.47	5,321.84	5,535.22	5,748.60
	<b>WEEKLY</b>	1,919.76	2,020.80	2,127.49	2,234.18	2,340.86	2,447.54	2,554.24	2,660.92	2,767.61	2,874.30
	<b>HOURLY-7</b>	54.850	57.737	60.785	63.834	66.882	69.930	72.978	76.026	79.075	82.123
	<b>HOURLY-8</b>	47.994	50.520	53.187	55.855	58.522	61.189	63.856	66.523	69.190	71.858
<b>TAM 20</b>	<b>ANNUAL</b>	105,715.26	111,279.22	118,459.38	125,639.02	132,819.18	139,998.82	147,178.98	154,357.32	161,536.70	168,716.86
	<b>MONTHLY</b>	8,809.60	9,273.27	9,871.62	10,469.92	11,068.27	11,666.57	12,264.92	12,863.11	13,461.39	14,059.74
	<b>BI-WEEKLY</b>	4,065.97	4,279.97	4,556.13	4,832.27	5,108.43	5,384.57	5,660.73	5,936.82	6,212.95	6,489.11
	<b>WEEKLY</b>	2,032.99	2,139.99	2,278.07	2,416.14	2,554.22	2,692.29	2,830.37	2,968.41	3,106.48	3,244.56
	<b>HOURLY-7</b>	58.085	61.142	65.088	69.032	72.978	76.922	80.868	84.812	88.756	92.702
	<b>HOURLY-8</b>	50.825	53.500	56.952	60.403	63.855	67.307	70.759	74.210	77.662	81.114
<b>TAM 21</b>	<b>ANNUAL</b>	115,916.36	122,017.22	129,650.82	137,282.86	144,915.16	152,547.98	160,181.32	167,814.92	175,446.96	183,080.56
	<b>MONTHLY</b>	9,659.70	10,168.10	10,804.24	11,440.24	12,076.26	12,712.33	13,348.44	13,984.58	14,620.58	15,256.71
	<b>BI-WEEKLY</b>	4,458.32	4,692.97	4,986.57	5,280.11	5,573.66	5,867.23	6,160.82	6,454.42	6,747.96	7,041.56
	<b>WEEKLY</b>	2,229.16	2,346.49	2,493.29	2,640.06	2,786.83	2,933.62	3,080.41	3,227.21	3,373.98	3,520.78
	<b>HOURLY-7</b>	63.690	67.042	71.237	75.430	79.624	83.818	88.012	92.206	96.399	100.594
	<b>HOURLY-8</b>	55.729	58.662	62.332	66.001	69.671	73.340	77.010	80.680	84.350	88.020



**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO**  
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**2011**

(based on 260 days/year)

		<b>APPOINTMENT STEP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	
		from start to 1 year anniv	at anniv 1	at anniv 2	at anniv 4	at anniv 6	at anniv 9	at anniv 12	at anniv 15	at anniv 20	at anniv 25	
<b>GRADE</b>											All steps require one year minimum at former step	
<b>TAM 22</b>	<b>ANNUAL</b>	127,953.41	134,687.80	142,855.18	151,023.08	159,192.02	167,359.40	175,527.30	183,694.94	191,862.32	200,030.48	
	<b>MONTHLY</b>	10,662.78	11,223.98	11,904.60	12,585.26	13,266.00	13,946.62	14,627.28	15,307.91	15,988.53	16,669.21	
	<b>BI-WEEKLY</b>	4,921.29	5,180.30	5,494.43	5,808.58	6,122.77	6,436.90	6,751.05	7,065.19	7,379.32	7,693.48	
	<b>WEEKLY</b>	2,460.64	2,590.15	2,747.22	2,904.29	3,061.39	3,218.45	3,375.53	3,532.60	3,689.66	3,846.74	
	<b>HOURLY-7</b>	70.304	74.004	78.492	82.980	87.468	91.956	96.444	100.931	105.419	109.907	
	<b>HOURLY-8</b>	61.516	64.754	68.680	72.607	76.535	80.461	84.388	88.315	92.242	96.169	
<b>TAM 23</b>	<b>ANNUAL</b>	142,272.00	149,760.00	158,563.34	167,367.98	176,171.58	184,976.48	193,779.82	202,584.98	211,388.06	217,850.62	
	<b>MONTHLY</b>	11,856.00	12,480.00	13,213.61	13,947.33	14,680.97	15,414.71	16,148.32	16,882.08	17,615.67	18,154.22	
	<b>BI-WEEKLY</b>	5,472.00	5,760.00	6,098.59	6,437.23	6,775.83	7,114.48	7,453.07	7,791.73	8,130.31	8,378.87	
	<b>WEEKLY</b>	2,736.00	2,880.00	3,049.30	3,218.62	3,387.92	3,557.24	3,726.54	3,895.87	4,065.16	4,189.44	
	<b>HOURLY-7</b>	78.171	82.286	87.123	91.960	96.798	101.635	106.472	111.310	116.147	119.698	
	<b>HOURLY-8</b>	68.400	72.000	76.232	80.465	84.698	88.931	93.163	97.397	101.629	104.736	

**Proposed TAM Pay Plan for 2011**

**Exhibit D**

<b>Old Step</b>	<b>Old Date Received</b>	<b>New Step</b>	<b>New Date Received</b>	<b>Difference in Dates</b>
	N/A	A	Start date	Approx 5% lower start rate
1	Start date	1	1 year anniversary	1 year later than old date
2	6 month anniversary	2	2 year anniversary	1.5 years later than old date
3	1.5 year anniversary	3	4 year anniversary	3.5 years later than old date
4	2.5 year anniversary	4	6 year anniversary	3.5 years later than old date
5	3.5 year anniversary	5	9 year anniversary	5.5 years later than old date
6	6 year anniversary	6	12 year anniversary	6 years later than old date
7	10 year anniversary	7	15 year anniversary	5 years later than old date
8	16 year anniversary	8	20 year anniversary	4 years later than old date
9	20 year anniversary	9	25 year anniversary	5 years later than old date

Step A is a new rate that is 95% of Step 1. New employees and some promoted employees would receive Step A when appointed. Over time, as turnover occurs the entire pay plan is shifted downward by 5%. However, current employee pay does not decrease. The first step increase to be received is after 1 year instead of 6 months. Thereafter, step increases are spaced at wider intervals until the 25th anniversary, which is 5 years later than the current 20th anniversary. Employees would still receive general adjustments on the first of each year if the Board of Commissioners so decides.

Approximate savings in 2011 (assuming 0% general adjustment and no turnover): \$686,000  
 Approximate savings in 2012 (assuming 0% general adjustment and no turnover): \$403,000  
 Does not account for savings of new hires or promotions at Step A.

Requires Board of Commissioners approval and Civil Service Board approval