

Metropolitan Water Reclamation District of Greater Chicago

Technical, Administrative and Managerial (TAM) Pay Plan **

2025 Grade		STEP 1 (to 6 mos)	STEP 2 (next 12 mos)	STEP 3 (next 12 mos)	STEP 4 (next 12 mos)	STEP 5 (next 12 mos)	STEP 6 (at 6 yrs*)	STEP 7 (at 10 yrs*)	STEP 8 (at 16 yrs*)	STEP 9 (at 20 yrs*)
*Requires one year minimum at former step.										
TAM 7	ANNUAL	\$ 41,171.52	\$ 43,519.58	\$ 45,869.20	\$ 48,218.04	\$ 50,567.14	\$ 52,915.72	\$ 55,265.34	\$ 57,614.44	\$ 59,963.28
TAM 8	ANNUAL	\$ 44,809.70	\$ 47,459.36	\$ 50,111.10	\$ 52,761.54	\$ 55,413.80	\$ 58,063.98	\$ 60,716.24	\$ 63,368.24	\$ 66,016.60
TAM 9	ANNUAL	\$ 49,172.24	\$ 52,186.68	\$ 55,201.12	\$ 58,214.78	\$ 61,229.22	\$ 64,241.84	\$ 67,256.28	\$ 70,270.98	\$ 73,284.38
TAM 10	ANNUAL	\$ 54,992.08	\$ 58,491.42	\$ 61,987.38	\$ 65,486.72	\$ 68,982.42	\$ 72,481.24	\$ 75,977.72	\$ 79,476.54	\$ 82,973.28
TAM 11	ANNUAL	\$ 61,783.54	\$ 65,844.74	\$ 69,906.46	\$ 73,967.14	\$ 78,030.42	\$ 82,091.62	\$ 86,153.08	\$ 90,215.58	\$ 94,276.52
TAM 12	ANNUAL	\$ 70,028.14	\$ 74,773.66	\$ 79,520.22	\$ 84,267.82	\$ 89,014.64	\$ 93,763.02	\$ 98,508.28	\$ 103,256.40	\$ 108,002.96
TAM 13	ANNUAL	\$ 79,241.76	\$ 84,755.06	\$ 90,266.80	\$ 95,779.84	\$ 101,292.62	\$ 106,805.66	\$ 112,318.44	\$ 117,832.26	\$ 123,342.44
TAM 14	ANNUAL	\$ 85,204.08	\$ 91,062.92	\$ 96,924.10	\$ 102,785.54	\$ 108,645.94	\$ 114,507.12	\$ 120,366.74	\$ 126,228.96	\$ 132,087.54
TAM 15	ANNUAL	\$ 93,516.54	\$ 99,634.08	\$ 105,752.40	\$ 111,870.46	\$ 117,986.44	\$ 124,105.54	\$ 130,225.16	\$ 136,343.22	\$ 142,460.50
TAM 16	ANNUAL	\$ 103,783.94	\$ 110,219.98	\$ 116,656.54	\$ 123,092.06	\$ 129,527.58	\$ 135,964.66	\$ 142,400.96	\$ 148,837.26	\$ 155,273.30
TAM 17	ANNUAL	\$ 115,844.82	\$ 122,655.78	\$ 129,464.40	\$ 136,275.10	\$ 143,083.46	\$ 149,894.94	\$ 156,703.56	\$ 163,514.52	\$ 170,324.18
TAM 18	ANNUAL	\$ 130,027.04	\$ 137,274.54	\$ 144,523.60	\$ 151,773.18	\$ 159,023.02	\$ 166,270.78	\$ 173,519.06	\$ 180,768.90	\$ 188,017.70
TAM 19	ANNUAL	\$ 147,629.56	\$ 155,423.32	\$ 163,217.60	\$ 171,011.62	\$ 178,804.86	\$ 186,600.18	\$ 194,393.68	\$ 202,187.44	\$ 209,982.24
TAM 20	ANNUAL	\$ 156,336.70	\$ 166,423.92	\$ 176,510.36	\$ 186,599.14	\$ 196,684.80	\$ 206,772.28	\$ 216,856.90	\$ 226,944.12	\$ 237,031.08
TAM 21	ANNUAL	\$ 171,422.42	\$ 182,147.42	\$ 192,869.82	\$ 203,591.70	\$ 214,315.14	\$ 225,039.62	\$ 235,763.84	\$ 246,485.72	\$ 257,211.50
TAM 22	ANNUAL	\$ 189,223.58	\$ 200,697.64	\$ 212,173.00	\$ 223,649.92	\$ 235,124.50	\$ 246,599.34	\$ 258,074.18	\$ 269,548.50	\$ 281,023.34
TAM 23	ANNUAL	\$ 210,398.24	\$ 222,766.18	\$ 235,135.94	\$ 247,503.88	\$ 259,874.16	\$ 272,242.10	\$ 284,612.64	\$ 296,980.06	\$ 306,059.78

**Note that the TAM pay plan may also be referred to with the designation "HP" in some District materials.