

Metropolitan Water Reclamation District of Greater Chicago

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

	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*)
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2026

Grade

***Requires one year minimum at former step.**

TAM 7	ANNUAL	\$ 42,303.82	\$ 44,716.36	\$ 47,130.72	\$ 49,544.04	\$ 51,957.62	\$ 54,370.94	\$ 56,785.04	\$ 59,198.88	\$ 61,612.20
TAM 8	ANNUAL	\$ 46,041.84	\$ 48,764.56	\$ 51,489.10	\$ 54,212.60	\$ 56,937.66	\$ 59,660.64	\$ 62,385.96	\$ 65,110.76	\$ 67,832.18
TAM 9	ANNUAL	\$ 50,524.50	\$ 53,621.88	\$ 56,719.26	\$ 59,815.60	\$ 62,912.98	\$ 66,008.54	\$ 69,105.92	\$ 72,203.56	\$ 75,299.64
TAM 10	ANNUAL	\$ 56,504.24	\$ 60,100.04	\$ 63,691.94	\$ 67,287.48	\$ 70,879.38	\$ 74,474.40	\$ 78,067.08	\$ 81,662.10	\$ 85,255.04
TAM 11	ANNUAL	\$ 63,482.64	\$ 67,655.38	\$ 71,828.90	\$ 76,001.12	\$ 80,176.20	\$ 84,349.20	\$ 88,522.20	\$ 92,696.50	\$ 96,869.24
TAM 12	ANNUAL	\$ 71,953.96	\$ 76,830.00	\$ 81,707.08	\$ 86,585.20	\$ 91,462.54	\$ 96,341.44	\$ 101,217.22	\$ 106,095.86	\$ 110,972.94
TAM 13	ANNUAL	\$ 81,420.82	\$ 87,085.70	\$ 92,749.02	\$ 98,413.90	\$ 104,078.26	\$ 109,742.88	\$ 115,407.24	\$ 121,072.64	\$ 126,734.40
TAM 14	ANNUAL	\$ 87,547.20	\$ 93,567.24	\$ 99,589.62	\$ 105,612.26	\$ 111,633.60	\$ 117,655.98	\$ 123,676.80	\$ 129,700.22	\$ 135,720.00
TAM 15	ANNUAL	\$ 96,088.20	\$ 102,373.96	\$ 108,660.50	\$ 114,946.78	\$ 121,230.98	\$ 127,518.56	\$ 133,806.40	\$ 140,092.68	\$ 146,378.18
TAM 16	ANNUAL	\$ 106,637.96	\$ 113,251.06	\$ 119,864.68	\$ 126,477.00	\$ 133,089.58	\$ 139,703.72	\$ 146,317.08	\$ 152,930.18	\$ 159,543.28
TAM 17	ANNUAL	\$ 119,030.60	\$ 126,028.76	\$ 133,024.58	\$ 140,022.74	\$ 147,018.30	\$ 154,016.98	\$ 161,012.80	\$ 168,011.22	\$ 175,008.08
TAM 18	ANNUAL	\$ 133,602.82	\$ 141,049.48	\$ 148,497.96	\$ 155,946.96	\$ 163,396.22	\$ 170,843.14	\$ 178,290.84	\$ 185,740.10	\$ 193,188.06
TAM 19	ANNUAL	\$ 151,689.46	\$ 159,697.46	\$ 167,705.98	\$ 175,714.50	\$ 183,721.98	\$ 191,731.80	\$ 199,739.54	\$ 207,747.54	\$ 215,756.84
TAM 20	ANNUAL	\$ 160,636.06	\$ 171,000.70	\$ 181,364.30	\$ 191,730.50	\$ 202,093.58	\$ 212,458.48	\$ 222,820.52	\$ 233,185.16	\$ 243,549.54
TAM 21	ANNUAL	\$ 176,136.48	\$ 187,156.58	\$ 198,173.82	\$ 209,190.54	\$ 220,208.82	\$ 231,228.14	\$ 242,247.46	\$ 253,264.18	\$ 264,284.80
TAM 22	ANNUAL	\$ 194,427.22	\$ 206,216.92	\$ 218,007.66	\$ 229,800.22	\$ 241,590.44	\$ 253,380.92	\$ 265,171.14	\$ 276,961.10	\$ 288,751.58
TAM 23	ANNUAL	\$ 216,184.28	\$ 228,892.30	\$ 241,602.14	\$ 254,310.16	\$ 267,020.78	\$ 279,728.80	\$ 292,439.42	\$ 305,146.92	\$ 314,476.50

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