

Administrative Wages as of January 1, 2023

Title	Hourly Rate
Engineer-Manager	\$ 56.36
Operations Manager	\$ 35.97
Accounting Manager	\$ 33.49
HR/Office Manager	\$ 30.91
Maintenance Foremen	\$ 33.14
Fleet & Facilities Manager	\$ 31.37
Engineering Technician	\$ 28.38
Part-Time Receptionist	\$ 15.60

Union Wages as of July 1, 2023

Position	Full Hourly Rate
Master HDT Mechanic + Master Automobile Mechanic	\$ 27.32
Master HDT Mechanic	\$ 26.71
Mechanic + 5 HDT Mechanic certifications	\$ 25.15
Mechanic + 4 HDT Mechanic certifications	\$ 25.03
Mechanic + 3 HDT Mechanic certifications	\$ 24.91
Mechanic	\$ 24.31
Ass't Mechanic – day	\$ 23.66
Heavy Equipment Operator	\$ 23.95
Truck Driver	\$ 23.30
Laborer	\$ 19.06

All employees hired after July 1, 2020 will start at \$2.00 less per hour. Upon satisfactory 6 month evaluation the employee will receive \$1.00 per hour raise, and upon a satisfactory 1 year evaluation and released from probation the employee will then receive full wage.

Night shift premium pay per hour = \$3.00

Assistant Foremen premium pay per hour = \$3.00

Engineer-Manager	1
Operations Manager	1
Accounting Manager	1
HR/Office Manager	1
Maintenance Foremen	2
Shop Foreman	1
Engineering Technician	1
Part-Time Receptionist	1
Master HDT Mechanic + Master Automobile Mechanic	0
Master HDT Mechanic	0
Mechanic + 5 HDT Mechanic certifications	1
Mechanic + 4 HDT Mechanic certifications	0
Mechanic + 3 HDT Mechanic certifications	0
Mechanic	4
Ass't Mechanic – day	0
Heavy Equipment Operator	6
Truck Driver	17
Janitor	0
Seasonal drivers	0