

Administrative Wages as of January 1, 2025

Title	Hourly Rate
Engineer-Manager	\$ 63.33
Operations Manager	\$ 38.91
Accounting Manager	\$ 37.64
Office & HR Manager	\$ 34.74
Maintenance Foremen	\$ 35.84
Fleet & Facilities Manager	\$ 35.10
Engineering Technician	\$31.79

Union Wages as of July 1, 2024

Position	Full Hourly Rate
Master HDT Mechanic + Master Automobile Mechanic	\$ 28.41
Master HDT Mechanic	\$ 27.78
Mechanic + 5 HDT Mechanic certifications	\$ 26.16
Mechanic + 4 HDT Mechanic certifications	\$ 26.03
Mechanic + 3 HDT Mechanic certifications	\$ 25.91
Mechanic	\$ 25.28
Ass't Mechanic – day	\$ 24.61
Heavy Equipment Operator	\$ 24.91
Truck Driver	\$ 24.23
Laborer	\$ 19.82

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
Office & HR Manager	1
Maintenance Foremen	2
Shop Foreman	1
Engineering Technician	1
Part-Time Receptionist	0
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	2
Ass't Mechanic – day	0
Heavy Equipment Operator	8
Truck Driver	17
Janitor	0
Seasonal drivers	0