

Administrative Wages as of January 1, 2026

Title	Annual Wage
Manager	\$ 100,000.00
Operations Manager	\$ 83,761.00
Asst Engineer	\$ 83,761.00
Finance Manager	\$ 82,380.00
Maintenance Foremen	\$ 77,166.00
Fleet & Facilities Manager	\$ 76,000.00
HR/Payroll Manager	\$ 76,407.00
Engineering Technician	\$31.79

Union Wages as of July 1, 2026

Position	Full Hourly Rate
Master HDT Mechanic + Master Automobile Mechanic	\$ 31.40
Master HDT Mechanic	\$ 30.75
Mechanic + 5 HDT Mechanic certifications	\$ 29.08
Mechanic + 4 HDT Mechanic certifications	\$ 28.94
Mechanic + 3 HDT Mechanic certifications	\$ 28.82
Mechanic	\$ 28.16
Ass't Mechanic – day	\$ 27.47
Heavy Equipment Operator	\$ 27.78
Truck Driver 1 -CDL 1	\$ 27.08
Truck Driver 2 CDL B	\$ 25.08
Laborer	\$ 22.51

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

Manager	1
Operations Manager	1
Finance Manager	1
HR/Payroll Manager	1
Maintenance Foremen	2
Shop Foreman	1
Engineer Assistant	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	3
Ass't Mechanic – day PT	1
Heavy Equipment Operator	8
Truck Driver	17
Janitor	0
Seasonal drivers	0