

Appendix “A”
Effective the
First Full Payroll Period on or after:

Classification	9/1/2025	9/1/2026	9/1/2027	9/1/2028	9/1/2029
A. Temporary Foreman / Night Patrol (regular pay +)	+2.50	+2.50	+2.20	+2.50	+2.50
B. Sign Shop	27.04	28.66	30.38	31.60	32.55
C. Assistant Sign Shop (.50 less the sign shop, or regular wage whichever is more)	+ .50	+50	+50	+50	+50
Mechanic					
D. Mechanic Heavy Equipment UHDT	27.04	28.66	30.38	31.60	32.55
E. Service Tech	23.85	25.28	26.80	27.87	28.71
Heavy Equipment Operator					
F. Utility Operator (All)	27.04	28.66	30.38	31.60	32.55
G. Operator (Grader, Loader, Excavator Boom mower Skid Steer, Roller)	26.51	28.10	29.79	30.98	31.91
Bridge Construction					
H. Crew Leader	27.84	29.51	31.28	32.53	33.51
Truck Driver					
I. Truck Driver Fifth Wheel	25.45 26.51	26.98 28.10	28.60 29.79	29.74 30.98	30.63 31.91
J. Laborer	23.85	25.28	26.80	27.87	28.71

Longevity pay is added for years in equipment

Longevity Tier years	5-10	11-15	16-20	21-25
Regular wage + +.50 for each tier	.50	1.00	1.50	2.00

- While assigned a Fifth Wheel employees shall receive an additional \$0.50 per hour.
- When operating in class G, you will receive operator pay
- New hires will receive \$.50 per hour less than their classification rate during their first 6 months of employment.