

	Current Rates	New Rates
100% Rate	21.47	21.69
Overtime Rate	32.21	32.54
100% Rate	21.34	21.55
Overtime Rate	32.01	32.33
100% Rate+\$.25	21.59	21.80
Overtime Rate	32.39	32.70
100% Rate	21.09	21.30
Overtime Rate	31.64	31.95
100% Rate	20.87	21.08
Overtime Rate	31.31	31.62
100% Rate	20.52	20.73
Overtime Rate	30.78	31.10
100% Rate+\$.25	20.77	20.98
Overtime Rate	31.16	31.47
100% Rate	20.42	20.63
Overtime Rate	30.63	30.95
100% Rate+\$.25	20.67	20.88
Overtime Rate	31.01	31.32
95% Rate	19.40	19.60
Overtime Rate	29.10	29.40
90% Rate	17.46	18.57
Overtime Rate	26.19	27.86
100% Rate	19.86	20.06
Overtime Rate	29.79	30.09
95% Rate	18.86	19.06
Overtime Rate	28.29	28.59
90% Rate	17.87	18.05
Overtime Rate	26.81	27.08

Highway Laborers Wage and Classification Plan
Effective May 12, 2013

Classification	Position	Base Wage		
		90% Start	95% 6 months	100% 1 year
Road Foreman/Head Mechanic	Road Foreman Head Mechanic			\$ 21.69
Shop Personnel	Mechanic Night Mechanic Welder Mechanic/Machinist* Parts Person			\$ 21.55
				\$ 21.80 \$.25 Shift Differential for Night Mechanics
Operator I	Large Shovel Bulldozer (6-Way Bulldozer) Motor Grader Turnapult			\$ 21.30
Operator II	Loader Operator Body Person**			\$ 21.08
Operator III	Steel Drum Roller Operator Semi Truck Large FWD Truck Paver Operator Screed Operator Shouldering Machine Operator Rubber Tire Roller Operator Paint Machine*** Night Watchperson Sign Bucket Truck			\$ 20.73
				\$ 20.98 \$.25 Shift Differential for Night Watchperson
Operator IV	State and County Patrol Light Truck Gas Truck Other Machines Small Loader Power Saw Air Compressor Boiler Operator Wing Operator	\$ 18.57	\$ 19.60	\$ 20.63
				\$ 20.88 \$.25 Shift Differential for employees working in confined spaces
General Laborer	Common Laborer	\$ 18.05	\$ 19.06	\$ 20.06

Administrative Notes

1) Wages and assignment to classifications shall be administered per HR Policy 3.11.8.3 at the discretion of the Highway Commissioner.

2) All regular full-time employee shall receive no less than their regular classified rate of pay, even though they may be required to work temporarily in a lower classification

3) All regular full-time employees classified as common laborer who operate equipment shall receive the pay of light truck drivers from April 1 to November 1 of each year. State Auxiliary personnel shall be Class IV pay year round.

4) Employees who work in "confined spaces" shall receive an additional twenty-five cents (\$0.25) per hour while performing that duty. Employees required to use a respirator shall receive an additional twenty-five cents (\$0.25) per hours while performing a duty that requires use of a respirator.

5) Employees that have a Sign Person position will receive the wage of their full time classification when performing Sign Man duties or Operator IV wages, whichever is higher.

* Employees shall receive rate for hours worked while working in the Mechanic/Machinist position

** Employees will receive Operator II wages from November 1 through April 30 and also when performing Body Man's duties during the period from May 1 through October 31.

*** Operator III wages will be paid to the Paint Machine Truck Driver and the Paint Machine Operator for the hours worked performing those duties. During the season the Paint Machine is in operation these two employees will not be allowed to take vacation at the same time.

Highway Laborers Wage and Classification Plan
Effective January 1, 2012

<u>Classification</u>	<u>Position</u>	<u>Base Wage</u>		
		<u>90%</u> Start	<u>95%</u> 6 months	<u>100%</u> 1 year
Road Foreman/Head Mechanic	Road Foreman Head Mechanic			\$21.47
Shop Personnel	Mechanic Night Mechanic Welder Mechanic/Machinist* Parts Person			\$21.34
Operator I	Large Shovel Bulldozer (6-Way Bulldozer) Motor Grader Turnapult			\$21.09
Operator II	Loader Operator Body Person**			\$20.87
Operator III	Steel Drum Roller Operator Semi Truck Large FWD Truck Paver Operator Screed Operator Shouldering Machine Operator Rubber Tire Roller Operator Paint Machine*** Night Watchperson Sign Bucket Truck			\$20.52
Operator IV	State and County Patrol Light Truck Gas Truck Other Machines Small Loader Power Saw Air Compressor Boiler Operator Wing Operator			\$20.42
General Laborer	Common Laborer	\$17.87	\$18.86	\$19.86

Administrative Notes

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 - 2) All regular full-time employee shall receive no less than their regular classified rate of pay, even though they may be required to work temporarily in a lower classification
 - 3) All regular full-time employees classified as common laborer who operate equipment shall receive the pay of light truck drivers from April 1 to November 1 of each year. State Auxiliary personnel shall be Class IV pay year round.
 - 4) Employees who work in "confined spaces" shall receive an additional twenty-five cents (\$0.25) per hour while performing that duty. Employees required to use a respirator shall receive an additional twenty-five cents (\$0.25) per hours while performing a duty that requires use of a respirator.
 - 5) Employees that have a Sign Person position will receive the wage of their full time classification when performing Sign Man duties or Operator IV wages, whichever is higher.
- * Employees shall receive rate for hours worked while working in the Mechanic/Machinist position
 ** Employees will receive Operator II wages from November 1 through April 30 and also when performing Body Man's duties during the period from May 1 through October 31.
 *** Operator III wages will be paid to the Paint Machine Truck Driver and the Paint Machine Operator for the hours worked performing those duties. During the season the Paint Machine is in operation these two employees will not be allowed to take vacation at the same time.

Highway Laborers Wage Schedule
2011

<u>Classification</u>	<u>Position</u>	<u>Base Wage</u>		
		<u>90%</u> Start	<u>95%</u> 6 months	<u>100%</u> 1 year
Road Foreman/Head Mechanic	Road Foreman Head Mechanic			\$21.26
Shop Personnel	Mechanic Night Mechanic Welder Mechanic/Machinist* Parts Person			\$21.13
Operator I	Large Shovel Bulldozer (6-Way Bulldozer) Motor Grader Turnapult			\$20.88
Operator II	Loader Operator Body Person**			\$20.66
Operator III	Steel Drum Roller Operator Semi Truck Large FWD Truck Paver Operator Screed Operator Shouldering Machine Operator Rubber Tire Roller Operator Paint Machine*** Night Watchperson Sign Bucket Truck			\$20.32
Operator IV	State and County Patrol Light Truck Gas Truck Other Machines Small Loader Power Saw Air Compressor Boiler Operator Wing Operator			\$20.22
General Laborer	Common Laborer	\$17.69	\$18.68	\$19.66

Administrative Notes

- 1) Wages and assignment to classifications shall be administered per HR Policy 3.11.8.3 at the discretion of the Highway Commissioner.
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 - 3) All regular full-time employees classified as common laborer who operate equipment shall receive the pay of light truck drivers from April 1 to November 1 of each year. State Auxiliary personnel shall be Class IV pay year round.
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