

**ROADTECH
WAGE AND INCREMENT SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019***

<u>CLASSIFICATION</u>	<u>START</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>MAXIMUM</u>
CUSTODIAN	\$ 12.873 \$ 26,775.840	\$ 13.925 \$ 28,964.000	\$ 14.975 \$ 31,148.000	\$ 16.026 \$ 33,334.080	\$ 17.076 \$ 35,518.080	\$ 18.127 \$ 37,704.160	\$ 19.179 \$ 39,892.320				
HWY MAINT PERSON	\$ 13.925 \$ 28,964.000	\$ 14.802 \$ 30,788.160	\$ 15.679 \$ 32,612.320	\$ 16.556 \$ 34,436.480	\$ 17.434 \$ 36,262.720	\$ 18.311 \$ 38,086.880	\$ 19.179 \$ 39,892.320				
MECHANIC HELPER	\$ 15.038 \$ 31,279.040	\$ 15.814 \$ 32,893.120	\$ 16.589 \$ 34,505.120	\$ 17.364 \$ 36,117.120	\$ 18.140 \$ 37,731.200	\$ 18.914 \$ 39,341.120	\$ 19.690 \$ 40,955.200	\$ 20.466 \$ 42,569.280	\$ 21.240 \$ 44,179.200	\$ 22.016 \$ 45,793.280	\$ 22.784 \$ 47,390.720
HWY MAINT PER LEADER	\$ 16.867 \$ 35,083.360	\$ 17.418 \$ 36,229.440	\$ 17.969 \$ 37,375.520	\$ 18.520 \$ 38,521.600	\$ 19.071 \$ 39,667.680	\$ 19.621 \$ 40,811.680	\$ 20.173 \$ 41,959.840	\$ 20.723 \$ 43,103.840	\$ 21.275 \$ 44,252.000	\$ 21.825 \$ 45,396.000	\$ 22.374 \$ 46,537.920
EQUIPMENT OPER "B"	\$ 16.962 \$ 35,280.960	\$ 17.513 \$ 36,427.040	\$ 18.064 \$ 37,573.120	\$ 18.614 \$ 38,717.120	\$ 19.166 \$ 39,865.280	\$ 19.716 \$ 41,009.280	\$ 20.268 \$ 42,157.440	\$ 20.818 \$ 43,301.440	\$ 21.369 \$ 44,447.520	\$ 21.920 \$ 45,593.600	\$ 22.500 \$ 46,800.000
HEAVY TRUCK DRIVER	\$ 17.287 \$ 35,956.960	\$ 17.859 \$ 37,146.720	\$ 18.430 \$ 38,334.400	\$ 19.001 \$ 39,522.080	\$ 19.573 \$ 40,711.840	\$ 20.143 \$ 41,897.440	\$ 20.715 \$ 43,087.200	\$ 21.287 \$ 44,276.960	\$ 21.857 \$ 45,462.560	\$ 22.429 \$ 46,652.320	\$ 23.041 \$ 47,925.280
TRAFFIC SIGN ARTISAN	\$ 17.057 \$ 35,478.560	\$ 17.618 \$ 36,645.440	\$ 18.179 \$ 37,812.320	\$ 18.741 \$ 38,981.280	\$ 19.301 \$ 40,146.080	\$ 19.863 \$ 41,315.040	\$ 20.423 \$ 42,479.840	\$ 20.985 \$ 43,648.800	\$ 21.545 \$ 44,813.600	\$ 22.107 \$ 45,982.560	\$ 22.637 \$ 47,084.960
ELECTRICIAN AIDE	\$ 17.287 \$ 35,956.960	\$ 17.839 \$ 37,105.120	\$ 18.389 \$ 38,249.120	\$ 18.941 \$ 39,397.280	\$ 19.491 \$ 40,541.280	\$ 20.041 \$ 41,685.280	\$ 20.593 \$ 42,833.440	\$ 21.143 \$ 43,977.440	\$ 21.695 \$ 45,125.600	\$ 22.245 \$ 46,269.600	\$ 22.837 \$ 47,500.960
SEMI-TRUCK DRIVER	\$ 17.635 \$ 36,680.800	\$ 18.237 \$ 37,932.960	\$ 18.839 \$ 39,185.120	\$ 19.440 \$ 40,435.200	\$ 20.041 \$ 41,685.280	\$ 20.643 \$ 42,937.440	\$ 21.245 \$ 44,189.600	\$ 21.847 \$ 45,441.760	\$ 22.449 \$ 46,693.920	\$ 23.051 \$ 47,946.080	\$ 23.693 \$ 49,281.440
EQUIPMENT OPER "A"	\$ 18.275 \$ 38,012.00	\$ 18.877 \$ 39,264.16	\$ 19.479 \$ 40,516.32	\$ 20.081 \$ 41,768.48	\$ 20.683 \$ 43,020.64	\$ 21.285 \$ 44,272.80	\$ 21.887 \$ 45,524.96	\$ 22.488 \$ 46,775.04	\$ 23.090 \$ 48,027.20	\$ 23.692 \$ 49,279.36	\$ 24.334 \$ 50,614.72

*WAGE REOPENER ON CLASSIFICATION AND COMPENSATION STUDY

**ROADTECH
WAGE AND INCREMENT SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019***

<u>CLASSIFICATION</u>	<u>START</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>MAXIMUM</u>
ELECTRICIAN B	\$ 18.475 \$ 38,428.000	\$ 19.026 \$ 39,574.080	\$ 19.577 \$ 40,720.160	\$ 20.127 \$ 41,864.160	\$ 20.679 \$ 43,012.320	\$ 21.229 \$ 44,156.320	\$ 21.781 \$ 45,304.480	\$ 22.331 \$ 46,448.480	\$ 22.882 \$ 47,594.560	\$ 23.433 \$ 48,740.640	\$ 24.034 \$ 49,990.720
MASTER SIGN ARTISAN	\$ 18.601 \$ 38,690.080	\$ 19.153 \$ 39,838.240	\$ 19.703 \$ 40,982.240	\$ 20.255 \$ 42,130.400	\$ 20.805 \$ 43,274.400	\$ 21.355 \$ 44,418.400	\$ 21.907 \$ 45,566.560	\$ 22.457 \$ 46,710.560	\$ 23.009 \$ 47,858.720	\$ 23.559 \$ 49,002.720	\$ 24.161 \$ 50,254.880
PROJECT LEADER	\$ 18.601 \$ 38,690.080	\$ 19.255 \$ 40,050.400	\$ 19.907 \$ 41,406.560	\$ 20.561 \$ 42,766.880	\$ 21.213 \$ 44,123.040	\$ 21.865 \$ 45,479.200	\$ 22.519 \$ 46,839.520	\$ 23.171 \$ 48,195.680	\$ 23.825 \$ 49,556.000	\$ 24.477 \$ 50,912.160	\$ 25.181 \$ 52,376.480
MASTER MECHANIC	\$ 23.288 \$ 48,439.040	\$ 23.706 \$ 49,308.480	\$ 24.124 \$ 50,177.920	\$ 24.543 \$ 51,049.440	\$ 24.961 \$ 51,918.880	\$ 25.379 \$ 52,788.320	\$ 25.797 \$ 53,657.760	\$ 26.216 \$ 54,529.280	\$ 26.634 \$ 55,398.720	\$ 27.052 \$ 56,268.160	\$ 27.492 \$ 57,183.360
MASTER WELDER	\$ 23.288 \$ 48,439.040	\$ 23.706 \$ 49,308.480	\$ 24.124 \$ 50,177.920	\$ 24.543 \$ 51,049.440	\$ 24.961 \$ 51,918.880	\$ 25.379 \$ 52,788.320	\$ 25.797 \$ 53,657.760	\$ 26.216 \$ 54,529.280	\$ 26.634 \$ 55,398.720	\$ 27.052 \$ 56,268.160	\$ 27.492 \$ 57,183.360
MECHANIC LEADER	\$ 23.730 \$ 49,358.400	\$ 24.148 \$ 50,227.840	\$ 24.566 \$ 51,097.280	\$ 24.984 \$ 51,966.720	\$ 25.403 \$ 52,838.240	\$ 25.821 \$ 53,707.680	\$ 26.239 \$ 54,577.120	\$ 26.657 \$ 55,446.560	\$ 27.075 \$ 56,316.000	\$ 27.494 \$ 57,187.520	\$ 27.934 \$ 58,102.720
ELECTRICIAN "A"	\$ 24.171 \$ 50,275.680	\$ 24.671 \$ 51,315.680	\$ 25.171 \$ 52,355.680	\$ 25.671 \$ 53,395.680	\$ 26.171 \$ 54,435.680	\$ 26.670 \$ 55,473.600	\$ 27.170 \$ 56,513.600	\$ 27.670 \$ 57,553.600	\$ 28.170 \$ 58,593.600	\$ 28.670 \$ 59,633.600	\$ 29.163 \$ 60,659.040

*WAGE REOPENER ON CLASSIFICATION AND COMPENSATION STUDY

**ADTECH - UNIT 1
WAGE SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019**

<u>CLASSIFICATION</u>	<u>START</u>	<u>1 YEAR</u>	<u>2 YEAR</u>	<u>3 YEAR</u>	<u>4 YEAR</u>	<u>5 YEAR</u>
ASST. FOREMAN BLD. MNT.	\$ 20.135 \$ 41,880.800	\$ 21.754 \$ 45,248.320	\$ 23.369 \$ 48,607.520	\$ 24.990 \$ 51,979.200		
ASST. FOREMAN	\$ 26.398 \$ 54,907.840	\$ 26.841 \$ 55,829.280	\$ 27.281 \$ 56,744.480	\$ 27.730 \$ 57,678.400		
BLDG. MAINT. REPAIRPERSON	\$ 17.382 \$ 36,154.560	\$ 18.633 \$ 38,756.640	\$ 19.883 \$ 41,356.640	\$ 21.133 \$ 43,956.640	\$ 22.384 \$ 46,558.720	\$ 23.613 \$ 49,115.040
ELECT. ASST. FOREMAN	\$ 28.337 \$ 58,940.960	\$ 29.299 \$ 60,941.920	\$ 30.257 \$ 62,934.560	\$ 31.222 \$ 64,941.760		
MECH. ASST. FOREMAN	\$ 26.075 \$ 54,236.000	\$ 27.187 \$ 56,548.960	\$ 28.301 \$ 58,866.080	\$ 29.425 \$ 61,204.000		
STOCK CHASER	\$ 15.011 \$ 31,222.880	\$ 16.079 \$ 33,444.320	\$ 17.153 \$ 35,678.240			
STOCK CLERK I	\$ 16.582 \$ 34,490.560	\$ 18.203 \$ 37,862.240	\$ 19.775 \$ 41,132.000			
STOCK CLERK II	\$ 17.190 \$ 35,755.200	\$ 18.809 \$ 39,122.720	\$ 20.382 \$ 42,394.560	\$ 22.075 \$ 45,916.000	\$ 23.696 \$ 49,287.680	\$ 25.327 \$ 52,680.160

*Wage reopener on Classification on Compensation Study

**ADTECH - UNIT 2
WAGE SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019**

<u>CLASSIFICATION</u>	<u>START</u>	<u>6 MONTH</u>	<u>1 YEAR</u>	<u>2 YEAR</u>	<u>3 YEAR</u>	<u>4 YEAR</u>	<u>5 YEAR</u>
ASST. MAINT. SUPERINTENDENT	\$ 34.465	\$ 34.897	\$ 35.327	\$ 35.762			
	\$ 71,687.200	\$ 72,585.760	\$ 73,480.160	\$ 74,384.960			
ELECTRICAL SUPERVISOR	\$ 31.222	\$ 32.185	\$ 33.147	\$ 34.108			
	\$ 64,941.760	\$ 66,944.800	\$ 68,945.760	\$ 70,944.640			
EQUIPMENT MANAGER	\$ 30.589	\$ 31.019	\$ 31.450	\$ 31.882			
	\$ 63,625.120	\$ 64,519.520	\$ 65,416.000	\$ 66,314.560			
FOREMAN SERVICE CENTER 3	\$ 28.436	\$ 29.298	\$ 30.161	\$ 31.020			
	\$ 59,146.880	\$ 60,939.840	\$ 62,734.880	\$ 64,521.600			
INFO. SYS. COORD.	\$ 25.666	\$ 26.376	\$ 27.033	\$ 27.780			
	\$ 53,385.280	\$ 54,862.080	\$ 56,228.640	\$ 57,782.400			
INSPECTION SUPERVISOR	\$ 26.708	\$ 27.572	\$ 28.436	\$ 29.298			
	\$ 55,552.640	\$ 57,349.760	\$ 59,146.880	\$ 60,939.840			
MECHANIC FOREMAN	\$ 29.425	\$ 30.402	\$ 31.380	\$ 32.355			
	\$ 61,204.000	\$ 63,236.160	\$ 65,270.400	\$ 67,298.400			
PERMITS & LOCAL RDS INSPECTION	\$ 27.759	\$ 28.623	\$ 29.486	\$ 30.351			
	\$ 57,738.720	\$ 59,535.840	\$ 61,330.880	\$ 63,130.080			
RIGHT OF WAY AGENT	\$ 31.136	\$ 32.210	\$ 32.522	\$ 32.981			
	\$ 64,762.880	\$ 66,996.800	\$ 67,645.760	\$ 68,600.480			
SERVICE CENTER FOREMAN	\$ 26.708	\$ 27.572	\$ 28.436	\$ 29.298			
	\$ 55,552.640	\$ 57,349.760	\$ 59,146.880	\$ 60,939.840			
SIGN SHOP SUPERVISOR	\$ 26.708	\$ 27.572	\$ 28.436	\$ 29.298			
	\$ 55,552.640	\$ 57,349.760	\$ 59,146.880	\$ 60,939.840			

*Wage reopener on Classification on Compensation Study

**ADTECH - UNIT 2
WAGE SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019**

<u>CLASSIFICATION</u>	<u>START</u>	<u>6 MONTH</u>	<u>1 YEAR</u>	<u>2 YEAR</u>	<u>3 YEAR</u>	<u>4 YEAR</u>	<u>5 YEAR</u>
STAFF ACCOUNTANT	\$ 25.099 \$ 52,205.920	\$ 25.807 \$ 53,678.560	\$ 26.465 \$ 55,047.200	\$ 27.212 \$ 56,600.960			
STOCK & INV. SUPER.	\$ 26.708 \$ 55,552.640	\$ 27.572 \$ 57,349.760	\$ 28.436 \$ 59,146.880	\$ 29.298 \$ 60,939.840			
STOCKROOM ASSISTANT	\$ 25.099 \$ 52,205.920	\$ 25.634 \$ 53,318.720	\$ 26.173 \$ 54,439.840	\$ 26.708 \$ 55,552.640			
SYSTEMS TECHNICIAN	\$ 21.189 \$ 44,073.120	\$ 21.640 \$ 45,011.200	\$ 22.087 \$ 45,940.960	\$ 22.986 \$ 47,810.880	\$ 23.885 \$ 49,680.800	\$ 24.784 \$ 51,550.720	\$ 25.682 \$ 53,418.560
TRAFFIC SUPERVISOR	\$ 34.465 \$ 71,687.200	\$ 34.897 \$ 72,585.760	\$ 35.327 \$ 73,480.160	\$ 35.762 \$ 74,384.960			

*Wage reopener on Classification on Compensation Study

**ADTECH - UNIT 3
WAGE SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019**

<u>CLASSIFICATION</u>	<u>START</u>	<u>1 YEAR</u>	<u>2 YEAR</u>	<u>3 YEAR</u>	<u>4 YEAR</u>	<u>5 YEAR</u>
DESIGN TECH	\$ 22.137 \$ 46,044.960	\$ 22.958 \$ 47,752.640	\$ 23.822 \$ 49,549.760	\$ 24.602 \$ 51,172.160	\$ 25.424 \$ 52,881.920	\$ 27.533 \$ 57,268.640
EA I	\$ 14.338 \$ 29,823.040	\$ 16.105 \$ 33,498.400	\$ 17.872 \$ 37,173.760	\$ 19.640 \$ 40,851.200	\$ 21.407 \$ 44,526.560	\$ 23.173 \$ 48,199.840
EA II	\$ 18.684 \$ 38,862.720	\$ 19.873 \$ 41,335.840	\$ 21.060 \$ 43,804.800	\$ 22.318 \$ 46,421.440	\$ 23.154 \$ 48,160.320	\$ 24.628 \$ 51,226.240
EA III	\$ 22.325 \$ 46,436.000	\$ 23.147 \$ 48,145.760	\$ 24.007 \$ 49,934.560	\$ 24.790 \$ 51,563.200	\$ 25.609 \$ 53,266.720	\$ 27.730 \$ 57,678.400
ELECTRICAL TECH	\$ 23.015 \$ 47,871.200	\$ 24.173 \$ 50,279.840	\$ 25.334 \$ 52,694.720	\$ 26.493 \$ 55,105.440	\$ 27.652 \$ 57,516.160	\$ 28.810 \$ 59,924.800
RECORDS TECH	\$ 19.694 \$ 40,963.520	\$ 20.883 \$ 43,436.640	\$ 22.070 \$ 45,905.600	\$ 23.328 \$ 48,522.240	\$ 24.164 \$ 50,261.120	\$ 25.648 \$ 53,347.840
REG. LAND SURVEY	\$ 22.113 \$ 45,995.040	\$ 23.191 \$ 48,237.280	\$ 24.272 \$ 50,485.760	\$ 25.350 \$ 52,728.000	\$ 26.431 \$ 54,976.480	\$ 27.511 \$ 57,222.880
RIGHT OF WAY TECH	\$ 18.684 \$ 38,862.720	\$ 19.873 \$ 41,335.840	\$ 21.060 \$ 43,804.800	\$ 22.318 \$ 46,421.440	\$ 23.154 \$ 48,160.320	\$ 24.628 \$ 51,226.240
SENIOR TRAFFIC TECH	\$ 21.315 \$ 44,335.200	\$ 22.137 \$ 46,044.960	\$ 22.997 \$ 47,833.760	\$ 23.780 \$ 49,462.400	\$ 24.599 \$ 51,165.920	\$ 26.708 \$ 55,552.640
SR. SURVEY TECH	\$ 22.569 \$ 46,943.520	\$ 23.392 \$ 48,655.360	\$ 24.253 \$ 50,446.240	\$ 25.035 \$ 52,072.800	\$ 25.854 \$ 53,776.320	\$ 27.965 \$ 58,167.200
TRAFFIC TECH	\$ 18.684 \$ 38,862.720	\$ 19.873 \$ 41,335.840	\$ 21.060 \$ 43,804.800	\$ 22.318 \$ 46,421.440	\$ 23.154 \$ 48,160.320	\$ 24.628 \$ 51,226.240

*Wage reopener on Classification on Compensation Study

**ADTECH - UNIT 3
WAGE SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019**

<u>CLASSIFICATION</u>	<u>START</u>	<u>1 YEAR</u>	<u>2 YEAR</u>	<u>3 YEAR</u>	<u>4 YEAR</u>	<u>5 YEAR</u>
DESIGN TECH	\$ 22.137 \$ 46,044.960	\$ 22.958 \$ 47,752.640	\$ 23.822 \$ 49,549.760	\$ 24.602 \$ 51,172.160	\$ 25.424 \$ 52,881.920	\$ 27.533 \$ 57,268.640
EA I	\$ 14.338 \$ 29,823.040	\$ 16.105 \$ 33,498.400	\$ 17.872 \$ 37,173.760	\$ 19.640 \$ 40,851.200	\$ 21.407 \$ 44,526.560	\$ 23.173 \$ 48,199.840
EA II	\$ 18.684 \$ 38,862.720	\$ 19.873 \$ 41,335.840	\$ 21.060 \$ 43,804.800	\$ 22.318 \$ 46,421.440	\$ 23.154 \$ 48,160.320	\$ 24.628 \$ 51,226.240
EA III	\$ 22.325 \$ 46,436.000	\$ 23.147 \$ 48,145.760	\$ 24.007 \$ 49,934.560	\$ 24.790 \$ 51,563.200	\$ 25.609 \$ 53,266.720	\$ 27.730 \$ 57,678.400
ELECTRICAL TECH	\$ 23.015 \$ 47,871.200	\$ 24.173 \$ 50,279.840	\$ 25.334 \$ 52,694.720	\$ 26.493 \$ 55,105.440	\$ 27.652 \$ 57,516.160	\$ 28.810 \$ 59,924.800
RECORDS TECH	\$ 19.694 \$ 40,963.520	\$ 20.883 \$ 43,436.640	\$ 22.070 \$ 45,905.600	\$ 23.328 \$ 48,522.240	\$ 24.164 \$ 50,261.120	\$ 25.648 \$ 53,347.840
REG. LAND SURVEY	\$ 22.113 \$ 45,995.040	\$ 23.191 \$ 48,237.280	\$ 24.272 \$ 50,485.760	\$ 25.350 \$ 52,728.000	\$ 26.431 \$ 54,976.480	\$ 27.511 \$ 57,222.880
RIGHT OF WAY TECH	\$ 18.684 \$ 38,862.720	\$ 19.873 \$ 41,335.840	\$ 21.060 \$ 43,804.800	\$ 22.318 \$ 46,421.440	\$ 23.154 \$ 48,160.320	\$ 24.628 \$ 51,226.240
SENIOR TRAFFIC TECH	\$ 21.315 \$ 44,335.200	\$ 22.137 \$ 46,044.960	\$ 22.997 \$ 47,833.760	\$ 23.780 \$ 49,462.400	\$ 24.599 \$ 51,165.920	\$ 26.708 \$ 55,552.640
SR. SURVEY TECH	\$ 22.569 \$ 46,943.520	\$ 23.392 \$ 48,655.360	\$ 24.253 \$ 50,446.240	\$ 25.035 \$ 52,072.800	\$ 25.854 \$ 53,776.320	\$ 27.965 \$ 58,167.200
TRAFFIC TECH	\$ 18.684 \$ 38,862.720	\$ 19.873 \$ 41,335.840	\$ 21.060 \$ 43,804.800	\$ 22.318 \$ 46,421.440	\$ 23.154 \$ 48,160.320	\$ 24.628 \$ 51,226.240

*Wage reopener on Classification on Compensation Study

**ADTECH - UNIT 4
WAGE SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019**

<u>CLASSIFICATION</u>	<u>START</u>	<u>1 YEAR</u>	<u>2 YEAR</u>	<u>3 YEAR</u>	<u>4 YEAR</u>	<u>5 YEAR</u>
ACCOUNT SPECIALIST I	\$ 16.779 \$ 34,900.320	\$ 18.177 \$ 37,808.160	\$ 19.575 \$ 40,716.000	\$ 20.971 \$ 43,619.680	\$ 22.364 \$ 46,517.120	\$ 23.761 \$ 49,422.880
ACCOUNT SPECIALIST II	\$ 18.684 \$ 38,862.720	\$ 19.873 \$ 41,335.840	\$ 21.060 \$ 43,804.800	\$ 22.318 \$ 46,421.440	\$ 23.154 \$ 48,160.320	\$ 24.628 \$ 51,226.240
ACCOUNT SPECIALIST III	\$ 19.577 \$ 40,720.160	\$ 20.765 \$ 43,191.200	\$ 21.954 \$ 45,664.320	\$ 23.208 \$ 48,272.640	\$ 24.386 \$ 50,722.880	\$ 25.652 \$ 53,356.160
COMPUTER OPERATOR	\$ 14.614 \$ 30,397.120	\$ 16.011 \$ 33,302.880	\$ 17.407 \$ 36,206.560	\$ 18.805 \$ 39,114.400	\$ 20.199 \$ 42,013.920	\$ 21.598 \$ 44,923.840
DEPT. CLERK	\$ 14.614 \$ 30,397.120	\$ 16.011 \$ 33,302.880	\$ 17.408 \$ 36,208.640	\$ 18.806 \$ 39,116.480		
DEPT. SECRETARY	\$ 15.841 \$ 32,949.280	\$ 17.172 \$ 35,717.760	\$ 18.557 \$ 38,598.560	\$ 20.092 \$ 41,791.360	\$ 21.634 \$ 44,998.720	\$ 23.173 \$ 48,199.840
GENERAL CLERK	\$ 13.755 \$ 28,610.400	\$ 15.116 \$ 31,441.280	\$ 16.479 \$ 34,276.320	\$ 17.835 \$ 37,096.800		
HOUSEKEEPER	\$ 12.030 \$ 25,022.400	\$ 12.779 \$ 26,580.320	\$ 13.531 \$ 28,144.480	\$ 14.281 \$ 29,704.480	\$ 15.030 \$ 31,262.400	\$ 15.778 \$ 32,818.240
MAIL CLERK	\$ 10.338 \$ 21,503.040	\$ 11.042 \$ 22,967.360	\$ 11.746 \$ 24,431.680	\$ 12.446 \$ 25,887.680	\$ 13.150 \$ 27,352.000	\$ 13.851 \$ 28,810.080
RECEPTIONIST	\$ 12.030 \$ 25,022.400	\$ 12.779 \$ 26,580.320	\$ 13.531 \$ 28,144.480	\$ 14.281 \$ 29,704.480		
SERVICE CTR ADMIN ASST.	\$ 23.422 \$ 48,717.760	\$ 23.937 \$ 49,788.960	\$ 24.463 \$ 50,883.040	\$ 25.002 \$ 52,004.160	\$ 25.550 \$ 53,144.000	\$ 26.022 \$ 54,125.760
TRAFFIC/SUB COORDINATOR	\$ 18.684 \$ 38,862.720	\$ 19.873 \$ 41,335.840	\$ 21.060 \$ 43,804.800	\$ 22.318 \$ 46,421.440	\$ 23.154 \$ 48,160.320	\$ 24.628 \$ 51,226.240
TYPIST CLERK	\$ 12.891 \$ 26,813.280	\$ 14.191 \$ 29,517.280	\$ 15.491 \$ 32,221.280	\$ 16.791 \$ 34,925.280		

*Wage reopener on Classification on Compensation Study

**ADTECH - UNIT 5
WAGE SCHEDULE
EFFECTIVE JANUARY 1, 2019 - DECEMBER 31, 2019**

<u>CLASSIFICATION</u>	<u>START</u>	<u>6 MONTHS</u>	<u>1 YEAR</u>	<u>2 YEAR</u>	<u>3 YEAR</u>	<u>4 YEAR</u>
CIVIL ENGINEER I	\$ 25.262 \$ 52,544.960	\$ 25.494 \$ 53,027.520	\$ 25.727 \$ 53,512.160	\$ 25.959 \$ 53,994.720	\$ 26.191 \$ 54,477.280	\$ 26.424 \$ 54,961.920
CIVIL ENGINEER II	\$ 30.681 \$ 63,816.480	\$ 31.136 \$ 64,762.880	\$ 32.059 \$ 66,682.720	\$ 32.210 \$ 66,996.800	\$ 32.522 \$ 67,645.760	\$ 32.981 \$ 68,600.480
CIVIL ENGINEER III	\$ 35.976 \$ 74,830.080	\$ 36.434 \$ 75,782.720	\$ 36.891 \$ 76,733.280	\$ 37.354 \$ 77,696.320	\$ 37.817 \$ 78,659.360	\$ 38.295 \$ 79,653.600
CONSTRUCTION ENGINEER	\$ 38.440 \$ 79,955.200	\$ 38.901 \$ 80,914.080	\$ 39.361 \$ 81,870.880	\$ 39.773 \$ 82,727.840	\$ 40.282 \$ 83,786.560	\$ 40.742 \$ 84,743.360
DEVELOPMENT MANAGER	\$ 36.600 \$ 76,128.000	\$ 37.062 \$ 77,088.960	\$ 37.520 \$ 78,041.600	\$ 37.957 \$ 78,950.560	\$ 38.443 \$ 79,961.440	\$ 38.902 \$ 80,916.160
PERMITS & LOCAL RDS ENGINEER	\$ 33.956 \$ 70,628.480	\$ 34.414 \$ 71,581.120	\$ 34.871 \$ 72,531.680	\$ 35.334 \$ 73,494.720	\$ 35.797 \$ 74,457.760	\$ 36.255 \$ 75,410.400
ROAD & BRIDGE ENGINEER	\$ 38.440 \$ 79,955.200	\$ 38.901 \$ 80,914.080	\$ 39.361 \$ 81,870.880	\$ 39.773 \$ 82,727.840	\$ 40.282 \$ 83,786.560	\$ 40.742 \$ 84,743.360
TRAFFIC ENGINEER	\$ 36.781 \$ 76,504.480	\$ 37.243 \$ 77,465.440	\$ 37.700 \$ 78,416.000	\$ 38.161 \$ 79,374.880	\$ 38.623 \$ 80,335.840	\$ 39.101 \$ 81,330.080

*Wage reopener on Classification on Compensation Study



Mark A. Hackel
County Executive

DEPARTMENT OF ROADS

117 South Groesbeck Highway • Mount Clemens, Michigan 48043

Phone: (586) 463-8671

www.macombgov.org/roads

Bryan E. Santo, P.E.
Director of Roads

Non-Union Wages (2019)

<u>CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
Administrative Aide	\$ 20.670	\$ 26.215
Assistant Finance Director - Fiscal Services	\$ 42.294	\$ 52.867
Assistant Purchasing Manager	\$ 31.382	\$ 39.800
Chief of Staff	\$ 38.034	\$ 47.542
County Highway Engineer	\$ 39.311	\$ 49.856
Director of Roads	\$ 57.977	\$ 64.419
Fiscal Service Manager	\$ 34.752	\$ 44.074
Fleet Manager	\$ 28.019	\$ 35.535
Maintenance Supervisor	\$ 34.752	\$ 44.074
Permits/Local Roads Department Manager	\$ 31.382	\$ 39.800
Planning Director	\$ 34.752	\$ 44.074
HRLR Consultant	\$ 25.979	\$ 32.948
Traffic Operations Director	\$ 40.539	\$ 50.674