|                   |              | BASE                                    |               | WORKING  |           |             | APPRENTICESHIP | ADDDENTICECUID        |          |                | TOTAL      |
|-------------------|--------------|---|---------------|----------|-----------|-------------|----------------|-----------------------|----------|----------------|------------|
|                   | INCREASE     | WAGE                                    | HEALTH        | PENSION  | DUES      | VACATION    | & TRAINING     | LECET                 | T.E.F.** | C.A.F***       | PACKAGE    |
| AREA 1            | II TOTAL TOL | *************************************** | 112,42111     | LITOIOIT | 2020      | 77107111011 | G THAIRM       | LLULI                 |          | <b>0.7</b> til | 1710117101 |
| Milwaukee County  | \$3.25       | \$35.61                                 | \$10.30       | \$13.20  | \$1.22    | \$1.11      | \$0.40         | \$0.15                | \$0.08   | \$0.02         | \$61.99    |
| Waukesha County   | ·            | ·                                       | \$9.95 Health | ·        | ·         | ·           | ·              | •                     |          | ·              | ·          |
|                   |              |   | \$0.35 HRA    |          |           |             |                |                       |          |                |            |
| AREA 2            |              |   |               |          |           |             |                |                       |          |                |            |
| Kenosha County    | \$3.25       | \$34.67                                 | \$10.30       | \$13.20  | \$1.22    | \$1.11      | \$0.40         | \$0.15                | \$0.08   | \$0.02         | \$61.05    |
| Racine County     |              |   | \$9.95 Health |          |           |             |                |                       |          |                |            |
|                   |              |   | \$0.35 HRA    |          |           |             |                |                       |          |                |            |
| AREA 3            |              |   |               |          |           |             |                |                       |          |                |            |
| Dane County       | \$3.25       | \$40.85                                 | \$10.30       | \$8.75   | *\$ -1.22 | -           | \$0.40         | \$0.15                | \$0.08   | \$0.02         | \$60.45    |
|                   |              |   | \$9.95 Health |          |           |             |                |                       |          |                |            |
|                   |              |   | \$0.35 HRA    |          |           |             |                |                       |          |                |            |
| AREA 4            |              |   |               |          |           |             |                |                       |          |                |            |
| Washington County | \$3.25       | \$34.86                                 | \$10.30       | \$13.20  | \$1.22    | \$1.11      | \$0.40         | \$0.15                | \$0.08   | \$0.02         | \$61.24    |
| Ozaukee County    |              |   | \$9.95 Health |          |           |             |                |                       |          |                |            |
|                   |              |   | \$0.35 HRA    |          |           |             |                |                       |          |                |            |
| AREA 5            | Φ0.05        | 0.10.55                                 | <b>*</b>      | 00.75    | ** 4.00   | ** 0.05     | 00.40          | <b>A</b> 0 4 <b>5</b> | 00.00    | <b>#</b> 2.22  | 000.47     |
| Ashland County    | \$3.25       | \$40.57                                 | \$10.30       | \$8.75   | *\$ -1.22 | *\$ -3.35   | \$0.40         | \$0.15                | \$0.08   | \$0.02         | \$60.17    |
| Bayfield County   |              |   | \$9.95 Health |          |           |             |                |                       |          |                |            |
| Douglas County    |              |   | \$0.35 HRA    |          |           |             |                |                       |          |                |            |
| Balance of State  | \$3.25       | \$40.57                                 | \$10.30       | \$8.75   | *\$ -1.22 | \$ -        | \$0.40         | \$0.15                | \$0.08   | \$0.02         | \$60.17    |
|                   |              |   | \$9.95 Health |          |           |             |                |                       |          |                |            |
|                   |              |   | \$0.35 HRA    |          |           |             |                |                       |          |                |            |

\*On check amount will change after vacation and or working dues deduction.

Foreman Premium: \$1.00

Night Shift Premium: If a majority of the hours in a shift are worked after 6:00 p.m. the contractor shall pay all bargaining unit members the sum of \$2.50/hour for all hours worked in addition to the hourly wage rate. The \$2.50 premium shall end at 5:00 a.m.

| Area 5 Vacation (Ashl | and, Bayfield, Douglas only)      | **Transportation Education | n Fund (not included in total package) | ***Contract Adminstr | ration Fund (not included in tota | al package)        |   |
|-----------------------|-----------------------------------|----------------------------|--|----------------------|-----------------------------------|--------------------|---|
| Check payable to:     | MN Laborer's Fringe Benefit Funds | Check payable to:          | Transportation Education Fund          | Check payable to:    | Heavy & Highway Contract A        | dministration Fund | d |
| Mail to:              | PO Box 124                        | Mail to:                   | PO Box 1349                            | Mail to:             | PO Box 2011                       |                    |   |
|                       | Minneapolis, MN 55440-0124        |                            | Madison, WI 53701                      |                      | Madison, WI 53701                 |                    |   |
| Phone:                | 651-256-1800                      | Phone:                     | 608-256-6891                           |                      |                                   |                    |   |

6/1/2026 total package increase: \$3.75

CBA expiration date: 5/31/2027

|                                    |                                     |              | <u>A</u> F | REA 1       |             |             |           |  |  |  |  |  |
|------------------------------------|-------------------------------------|--------------|------------|-------------|-------------|-------------|-----------|--|--|--|--|--|
|                                    | MILV                                | <b>VAUKE</b> | E & W/     | AUKES       | HA CO       | UNTIE       | <u>S</u>  |  |  |  |  |  |
|                                    |                                     |              |            |             |             |             |           |  |  |  |  |  |
|                                    | <u>HEAVY &amp; HIGHWAY LABORERS</u> |              |            |             |             |             |           |  |  |  |  |  |
|                                    |                                     |              |            |             |             |             |           |  |  |  |  |  |
|                                    |                                     |              |            |             |             |             |           | 6/3/2024   |  |  |  |  |
| Classification:                    |                                     |              |            |             |             |             |           | Wage   |  |  |  |  |
| General Labore                     |                                     |              |            |             |             |             | l         |  |  |  |  |  |
| Laborer, Guard                     |                                     |              |            |             |             |             |           |  |  |  |  |  |
| Culvert Assemb                     |                                     |              |            |             |             |             |           |  |  |  |  |  |
| Bituminous Wor                     |                                     |              |            |             |             |             | per       |  |  |  |  |  |
| or Cement Hand                     |                                     |              |            | mper, Iror  | ner, Smoo   | ther,       |           | Φ 05 04  |  |  |  |  |
| and Tamper), a                     | na Concre                           | ete Handi    | er         |             |             |             |           | \$ 35.61   |  |  |  |  |
| Air Tool Operate                   | or laint C                          | 'aurar and   | Filler /De |             | \/ibratar a | Tompor      |           |  |  |  |  |  |
| Air Tool Operato<br>Operator (Mech |                                     |              |            |             |             |             |           |  |  |  |  |  |
| Burning Torch L                    |                                     | па Орега     | leu), Chai | in Saw Op   | Jeraior, D  |             |           | \$ 35.76   |  |  |  |  |
| Builling Folch                     | aborer                              |              |            |             |             |             |           | φ 33.70  |  |  |  |  |
| Bituminous Wor                     | ker (Rake                           | r and Lut    | eman) Fo   | ormsetter   | (Curh Si    | l<br>dewalk |           |  |  |  |  |  |
| and Pavement),                     |                                     |              |            |             |             |             |           | \$ 35.96   |  |  |  |  |
| and ravollione,                    | Cuinco Oi                           | livian       |            |             |             |             |           | Ψ 00.00  |  |  |  |  |
| Line and Grade                     | Specialis                           | t            |            |             |             |             |           | \$ 36.11   |  |  |  |  |
|                                    |                                     |              |            |             |             |             |           | <del>•</del> • • • • • • • • • • • • • • • • • • |  |  |  |  |
| Blaster and Pov                    | vderman                             |              |            |             |             |             |           | \$ 36.26   |  |  |  |  |
|                                    |                                     |              |            |             |             |             |           |  |  |  |  |  |
| Topman (Sewei                      | and Wat                             | er)          |            |             |             |             |           | \$ 37.62   |  |  |  |  |
|                                    |                                     |              |            |             |             |             |           |  |  |  |  |  |
| Bottomman (Se                      | wer and V                           | Vater)       |            |             |             |             |           | \$ 38.07   |  |  |  |  |
|                                    |                                     |              |            |             |             |             |           |  |  |  |  |  |
| Pipelayer (Sewe                    | er and Wa                           | iter)        |            |             |             |             |           | \$ 38.84   |  |  |  |  |
|                                    | <i>,,,</i> 0                        |              |            |             |             |             |           |  |  |  |  |  |
| Flagperson & T                     | raffic Con                          | trol Perso   | n          |             |             |             |           | \$ 32.10   |  |  |  |  |
| F D                                | : ¢4 /                              | 00           |            |             |             |             |           |  |  |  |  |  |
| Foreman Prem                       |                                     |              |            |             |             |             |           |  |  |  |  |  |
| Night Shift Pre                    | mium: ֆz                            | 2.3U         |            |             |             |             |           |  |  |  |  |  |
| Hourly Co                          | ntributio                           | ne Aro E     | r All Ha:  | ire Work    | od Unice    | Eootrot     | od Othor  | wiso   |  |  |  |  |
| Houriy Co                          | I                                   | IIS AIE F    | JI All HOL | UIS VVOIK   | eu omes:    | FOOLIIO     | led Other | WISE   |  |  |  |  |
| Health and HRA                     | <u> </u>                            |              |            |             |             |             |           | \$ 10.30   |  |  |  |  |
| Vacation                           |                                     |              |            |             |             |             |           | \$ 1.11  |  |  |  |  |
| Working Dues                       |                                     |              |            |             |             |             |           | \$ 1.22  |  |  |  |  |
| Pension                            |                                     |              |            |             |             |             |           | \$ 13.20   |  |  |  |  |
| Apprenticeship                     | and Train                           | ing          |            |             |             |             |           | \$ 0.40  |  |  |  |  |
| LECET                              |                                     |              |            |             |             |             |           | \$ 0.15  |  |  |  |  |
| Contract Admin                     | istration F                         | und (not i   | ncluded i  | n total pad | ckage)      |             |           | \$ 0.02  |  |  |  |  |
| Transportation [                   |                                     |              |            |             |             |             |           | \$ 0.08  |  |  |  |  |

| AREA 2 KENOSHA & RACINE COUNTIES    |               |              |                    |              |            |             |                |  |  |  |
|-------------------------------------|---------------|--------------|--------------------|--------------|------------|-------------|----------------|--|--|--|
|                                     | <u>K</u>      | <u>ENOSI</u> | <u> 1A &amp; R</u> | <u>ACINE</u> | COUN       | <u>TIES</u> |                |  |  |  |
|                                     |               |              |                    |              |            |             |                |  |  |  |
| <u>HEAVY &amp; HIGHWAY LABORERS</u> |               |              |                    |              |            |             |                |  |  |  |
|                                     |               |              |                    |              |            |             |                |  |  |  |
|                                     |               |              |                    |              |            |             | 6/3/202        |  |  |  |
| Classification:                     |               |              |                    |              |            |             | Wage           |  |  |  |
| General Labore                      |               |              |                    |              |            |             | J              |  |  |  |
| Laborer, Guard                      |               |              |                    |              |            |             |                |  |  |  |
| Culvert Assemb                      |               |              |                    |              |            |             |                |  |  |  |
| Bituminous Wor                      |               |              |                    |              |            |             | per            |  |  |  |
| or Cement Hand                      |               |              |                    | mper, Iror   | ner, Smoo  | ther,       |                |  |  |  |
| and Tamper), a                      | nd Concre     | ete Handle   | er                 |              |            |             | \$ 34.6        |  |  |  |
|                                     |               |              |                    |              |            | L           |                |  |  |  |
| Air Tool Operato                    |               |              |                    |              |            |             |                |  |  |  |
| Operator (Mech                      |               | nd Opera     | ted), Cha          | in Saw Op    | perator, D | emolition   | 0.040          |  |  |  |
| Burning Torch L                     | .aborer       |              |                    |              |            |             | \$ 34.8        |  |  |  |
| D:/ : \A/                           | /D /          |              | \                  |              | (0 1 0:    |             |                |  |  |  |
| Bituminous Wor                      |               |              | eman), Fo          | ormsetter    | (Curb, Si  | dewalk      | Ф о <u>г</u> о |  |  |  |
| and Pavement),                      | Strike Of     | t Man        |                    |              |            |             | \$ 35.0        |  |  |  |
| Line and Oneda                      | Connialia     | 1            |                    |              |            |             | <b></b>        |  |  |  |
| Line and Grade                      | Specialis     | Į.           |                    |              |            |             | \$ 34.9        |  |  |  |
| Blaster and Pov                     | /de ## 0 0 10 |              |                    |              |            |             | ¢ 25.2         |  |  |  |
| biaster and Pow                     | luennan       |              |                    |              |            |             | \$ 35.3        |  |  |  |
| Topman (Sewer                       | and Mat       | or)          |                    |              |            |             | \$ 34.7        |  |  |  |
| Topinan (Sewei                      | anu wat       | Ei <i>)</i>  |                    |              |            |             | Φ 34.7         |  |  |  |
| Bottomman (Se                       | wer and V     | (Vator)      |                    |              |            |             | \$ 34.9        |  |  |  |
| Dottorillian (Se                    | wei and v     | Valei)       |                    |              |            |             | ψ 54.9         |  |  |  |
| Pipelayer (Sewe                     | r and Wa      | tor)         |                    |              |            |             | \$ 35.4        |  |  |  |
| i ipelayer (Sewe                    | and wa        |              |                    |              |            |             | ψ 55.4         |  |  |  |
| Flagperson & Ti                     | raffic Con    | trol Parso   | าท                 |              |            |             | \$ 31.8        |  |  |  |
| r lagperson a m                     |               |              |                    |              |            |             | Ψ 01.0         |  |  |  |
| Foreman Prem                        | ium· \$1 (    | 00           |                    |              |            |             |                |  |  |  |
| Night Shift Pre                     |               |              |                    |              |            |             |                |  |  |  |
| rugiic Oillici io                   | Ψ             |              |                    |              |            |             |                |  |  |  |
| Hourly Co                           | ntributio     | ns Are Fo    | or All Hou         | ırs Work     | ed Unles   | s Footnot   | ted Otherwise  |  |  |  |
| ilouriy oc                          | I             |              | 1                  | dio Work     | <u> </u>   |             | Tod Othor Wice |  |  |  |
| Health and HRA                      | \             |              |                    |              |            |             | \$ 10.3        |  |  |  |
| Vacation                            | -             |              |                    |              |            |             | \$ 1.1         |  |  |  |
| Working Dues                        |               |              |                    |              |            |             | \$ 1.2         |  |  |  |
| Pension                             |               |              |                    |              |            |             | \$ 13.2        |  |  |  |
| Apprenticeship                      | and Train     | ina          |                    |              |            |             | \$ 0.4         |  |  |  |
| LECET                               |               |              |                    |              |            |             | \$ 0.1         |  |  |  |
| Contract Admin                      | stration F    | und (not i   | ncluded i          | n total pad  | ckage)     |             | \$ 0.0         |  |  |  |
| Transportation E                    |               |              |                    |              |            |             | \$ 0.0         |  |  |  |

|                                    |             |              | <u>A</u>      | REA 3            |                 |                |             |              |           |
|------------------------------------|-------------|--------------|---------------|------------------|-----------------|----------------|-------------|--------------|-----------|
|                                    |             |              | DANE          | COUN             | YTY             |                |             |              |           |
|                                    |             |              |               |                  |                 |                |             |              |           |
|                                    | <u> </u>    | <u>HEAVY</u> | & HIG         | <u>HWAY</u>      | LABO            | RERS           |             |              |           |
|                                    |             |              |               |                  |                 |                |             |              |           |
| 01 10 11                           |             |              |               |                  |                 |                |             |              | 3/2024    |
| Classification:<br>General Labore  | r Troo Tri  | immor Co     | anduit Lav    | or Domo          | lition and      | Wrocking       |             | V            | Vage      |
| Laborer, Guard                     |             |              |               |                  |                 |                |             |              |           |
| Culvert Assemb                     | ler, Reinfo | orcing Ste   | el Setter     | (pavemer         | nt), Stone      | Handler,       |             |              |           |
| Bituminous Wor                     |             |              |               |                  |                 |                | er          |              |           |
| or Cement Hand<br>and Tamper), ar  |             |              |               | mper, Iron<br>   | ier, Smoo       | ther,          |             | \$           | 40.85     |
| -                                  |             |              |               |                  |                 | _              |             | Ψ            | 40.03     |
| Air Tool Operato<br>Operator (Mech |             |              |               |                  |                 |                |             |              |           |
| Burning Torch L                    |             | па Орега     | led), Chai    | n Saw Op         | erator, D       | emonuon        |             | \$           | 40.95     |
| J                                  |             |              |               |                  | (C) mls C:      | daallı         |             | Ψ            |           |
| Bituminous Wor and Pavement),      |             |              | eman), Fo     | Imsetter         | (Curb, Si       | dewaik         |             | \$           | 41.00     |
| Line and Grade                     |             |              |               |                  |                 |                |             | \$           | 41.20     |
|                                    |             |              |               |                  |                 |                |             |              |           |
| Blaster and Pow                    | vderman     |              |               |                  |                 |                |             | \$           | 41.05     |
| Topman (Sewer                      | and Wate    | er)          |               |                  |                 |                |             | \$           | 40.95     |
| Bottomman (Se                      | wer and V   | Vater)       |               |                  |                 |                |             | \$           | 41.10     |
|                                    |             |              |               |                  |                 |                |             | <del>-</del> |           |
| Pipelayer (Sewe                    | er and Wa   | ter)         |               |                  |                 |                |             | \$           | 41.30     |
| Flagperson & Ti                    | roffic Con  | tral Daras   | <u> </u>      |                  |                 |                |             | \$           | 27.20     |
| riagperson & Ti                    | anic Con    | lioi Peiso   | f 1           |                  |                 |                |             | Φ            | 37.20     |
| Foreman Prem                       |             |              |               |                  |                 |                |             |              |           |
| Night Shift Pre                    | mium: \$2   | 2.50         |               |                  |                 |                |             |              |           |
| 11                                 | 4 !! 4 !    | <b>A I</b>   | All II.       |                  |                 |                | 011         |              |           |
| Hourly C                           | ontributi   | ons Are I    | or All Ho     | ours wor         | <u>kea Unie</u> | ss Footnot     | ea Otne     | rwis         | <u>se</u> |
| Health and HRA                     | \           |              |               |                  |                 |                |             | \$           | 10.30     |
| Working Dues                       |             |              |               |                  |                 |                |             |              | -1.22*    |
| Pension                            |             |              |               |                  |                 |                |             | \$           | 8.75      |
| Apprenticeship a                   | and Iraini  | ing          |               |                  |                 |                |             | \$<br>\$     | 0.40      |
| Contract Admini                    | istration F | und (not i   | ncluded in    | i<br>n total nac | kage)           |                |             | \$           | 0.15      |
| Transportation E                   |             |              |               |                  |                 |                |             | \$           | 0.08      |
|                                    |             | ,            |               |                  | <b>.</b> .      |                |             |              |           |
| *Minus sign on Wo                  | rking Dues  | contribution | n indicates t | axable item      | to be dedu      | icted from bas | se rates af | ter ta       | ixes      |

| AREA 4 OZAUKEE & WASHINGTON COUNTIES |             |                   |                |               |                |             |                     |  |  |  |  |
|--------------------------------------|-------------|-------------------|----------------|---------------|----------------|-------------|---------------------|--|--|--|--|
|                                      | <u>OZAl</u> | JKEE 8            | <u> WASI</u>   | HINGT         | <u>ON CO</u>   | UNTIES      | <u> </u>            |  |  |  |  |
|                                      |             |                   |                |               |                |             |                     |  |  |  |  |
| HEAVY & HIGHWAY LABORERS             |             |                   |                |               |                |             |                     |  |  |  |  |
|                                      |             |                   |                |               |                |             |                     |  |  |  |  |
|                                      |             |                   |                |               |                |             | 6/3/2024            |  |  |  |  |
| Classification:                      |             |                   |                |               |                |             | Wage                |  |  |  |  |
| General Laborer                      |             |                   |                |               |                |             |                     |  |  |  |  |
| Laborer, Guard I                     |             |                   |                |               |                |             |                     |  |  |  |  |
| Culvert Assemble                     |             |                   |                |               |                |             |                     |  |  |  |  |
| Bituminous Wor                       |             |                   |                |               |                |             | per                 |  |  |  |  |
| or Cement Hand                       |             |                   |                | mper, Iron    | er, Smoo       | ther,       |                     |  |  |  |  |
| and Tamper), an                      | nd Concre   | ete Handle        | er             |               |                |             | \$ 34.86            |  |  |  |  |
| A: T 10                              | 1 :         |                   | F::: /D        |               | \ \( \tau_1 \) | _           |                     |  |  |  |  |
| Air Tool Operato                     |             |                   |                |               |                |             |                     |  |  |  |  |
| Operator (Mecha                      |             | nd Opera          | ted), Chai     | in Saw Op     | perator, D     | emolition   | <b></b>             |  |  |  |  |
| Burning Torch L                      | aborer      |                   |                |               |                |             | \$ 34.96            |  |  |  |  |
| Diturcia aug Mari                    | lean /Dale  |                   | \ F            |               | (Cb. C:        | alaall.     |                     |  |  |  |  |
| Bituminous Worldand Pavement),       | Ker (Rake   | er and Lut        | eman), Fo<br>⊺ | ormsetter<br> | (Curb, Si      | dewaik      | © 25 O4             |  |  |  |  |
| and Pavement),                       | Strike Of   | Tivian            |                |               |                |             | \$ 35.01            |  |  |  |  |
| Line and Crade                       | Cnasialia   | 4                 |                |               |                |             | ¢ 25 24             |  |  |  |  |
| Line and Grade                       | Specialis   | ι                 |                |               |                |             | \$ 35.21            |  |  |  |  |
| Blaster and Pow                      | dormon      |                   |                |               |                |             | \$ 35.06            |  |  |  |  |
| biaster and Pow                      | ueman       |                   |                |               |                |             | φ 33.00             |  |  |  |  |
| Topman (Sewer                        | and Mat     | or)               |                |               |                |             | \$ 37.64            |  |  |  |  |
| Topinan (Sewer                       | anu vvat    |                   |                |               |                |             | φ 37.04             |  |  |  |  |
| Bottomman (Sev                       | war and V   | Vator)            |                |               |                |             | \$ 38.07            |  |  |  |  |
| Dottomman (Sev                       | vei aliu v  | Valer)            |                |               |                |             | ψ 30.07             |  |  |  |  |
| Pipelayer (Sewe                      | r and Wa    | tor)              |                |               |                |             | \$ 38.84            |  |  |  |  |
| i ipelayer (Sewe                     | i aliu vva  |                   |                |               |                |             | ψ 30.04             |  |  |  |  |
| Flagperson & Tr                      | affic Con   | trol Parso        | n              |               |                |             | \$ 31.95            |  |  |  |  |
| r lagperson & Tr                     | anic Con    | 1011 0130         |                |               |                |             | Ψ 01.00             |  |  |  |  |
| Foreman Premi                        | um: \$1 (   | 00                |                |               |                |             |                     |  |  |  |  |
| Night Shift Pren                     |             |                   |                |               |                |             |                     |  |  |  |  |
| ragin Omit i rei                     | iliuili. ψ  | 2.50              |                |               |                |             |                     |  |  |  |  |
| Hourly Co.                           | ntributio   | ns Δr <u>α</u> Fα | or All Hou     | irs Works     | d Unice        | s Footnot   | ed Otherwise        |  |  |  |  |
| illourly col                         | Itiibatio   | IIS AICT          | All Hot        |               | l Offics.      | 3 i Ootiiot | <u>ca Otherwise</u> |  |  |  |  |
| Health and HRA                       |             |                   |                |               |                |             | \$ 10.30            |  |  |  |  |
| Vacation                             |             |                   |                |               |                |             | \$ 1.11             |  |  |  |  |
| Working Dues                         |             |                   |                |               |                |             | \$ 1.22             |  |  |  |  |
| Pension                              |             |                   |                |               |                |             | \$ 13.20            |  |  |  |  |
| Apprenticeship a                     | and Traini  | ina               |                |               |                |             | \$ 0.40             |  |  |  |  |
| LECET                                |             | 9                 |                |               |                |             | \$ 0.15             |  |  |  |  |
| Contract Admini                      | stration F  | und (not i        | ncluded i      | n total pac   | ckage)         |             | \$ 0.02             |  |  |  |  |
| Transportation E                     |             |                   |                |               |                |             | \$ 0.08             |  |  |  |  |

|                                 |               |              | A               | REA 5          |                      |               |              |                    |             |
|---------------------------------|---------------|--------------|-----------------|----------------|----------------------|---------------|--------------|--------------------|-------------|
| Α                               | SHLA          | ND, BA       | YFIELI          | 0 & DO         | <b>UGLAS</b>         | S COUN        | TIES         |                    |             |
| _                               |               | В            | ALANC           | E OF S         | STATE                |               |              |                    |             |
|                                 | ŀ             | HEAVY        | & HIG           | HWAY           | LABO                 | RERS          |              |                    |             |
|                                 |               |              |                 |                |                      |               |              | 6/3                | /2024       |
| Classification:                 |               |              |                 |                |                      |               |              | W                  | /age        |
| General Laborer                 | , Tree Tri    | mmer, Co     | onduit Lay      | er, Demo       | lition and           | Wrecking      |              |                    |             |
| Laborer, Guard I                | Rail, Fend    | ce and Bri   | idge Build      | ler, Lands     | caper, Mu            | ultiplate     |              |                    |             |
| Culvert Assembl                 | ler, Reinfo   | orcing Ste   | el Setter       | (pavemen       | t), Stone            | Handler,      |              |                    |             |
| Bituminous Worl                 | ker (Shov     | eler, Load   | der and U       | tility Man)    | , Batch T            | ruck Dump     | er           |                    |             |
| or Cement Hand                  | ller, Bitum   | ninous Wo    | orker (Dui      | mper, Iron     | er, Smoo             | ther,         |              |                    |             |
| and Tamper), ar                 |               |              |                 |                |                      |               |              | \$                 | 40.57       |
| . ,                             |               |              |                 |                |                      |               |              |                    |             |
| Air Tool Operato                | r, Joint S    | awer and     | Filler (Pa      | vement),       | Vibrator c           | r Tamper      |              |                    |             |
| Operator (Mecha                 |               |              |                 |                |                      |               |              |                    |             |
| Burning Torch La                |               | •            | ,               |                |                      |               |              | \$                 | 40.67       |
| Bituminous Worl                 | kar (Rake     | r and Lut    | eman) Fo        | ormeattar      | (Curb Sid            | dowalk        |              |                    |             |
| and Pavement),                  |               |              |                 | Jiiiocttoi     | (Ourb, Oil           | dewalk        |              | \$                 | 40.72       |
|                                 |               |              |                 |                |                      |               |              | •                  |             |
| Line and Grade                  | Specialist    | İ .          |                 |                |                      |               |              | \$                 | 40.92       |
| Blaster and Pow                 | derman        |              |                 |                |                      |               | ,            | \$                 | 40.77       |
| Topman (Sewer                   | and Wate      | er)          |                 |                |                      |               |              | \$                 | 40.67       |
| Bottomman (Sev                  | wer and V     | Vater)       |                 |                |                      |               |              | \$                 | 40.82       |
| Pipelayer (Sewe                 | r and Wa      | ter)         |                 |                |                      |               |              | \$                 | 41.02       |
| Flagperson & Tr                 | affic Con     | rol Perso    | n               |                |                      |               |              | \$                 | 37.20       |
|                                 |               |              |                 |                |                      |               |              |                    |             |
| Foreman Premi                   |               |              |                 |                |                      |               |              |                    |             |
| Night Shift Pren                | mium: \$2     | 2.50         |                 |                |                      |               |              |                    |             |
| Hourly C                        | ontributi     | ons Are I    | or All Ho       | ours Worl      | ked Unle             | ss Footnot    | ed Other     | wise               | <del></del> |
| Ashland, Bayfiel                | d & Doug      | las Count    | ies:            |                |                      |               |              |                    |             |
| Health and HRA                  |               |              |                 |                |                      |               |              | \$                 | 10.30       |
| Vacation/Workin                 |               |              |                 |                |                      |               |              | \$                 | -4.57*      |
| Pension                         | J             |              |                 |                |                      |               |              | \$                 | 8.75        |
| Apprenticeship a                | and Traini    | na           |                 |                |                      |               |              | \$                 | 0.40        |
| LECET                           | aria rrairi   | 9            |                 |                |                      |               |              | \$                 | 0.15        |
| Contract Admini                 | stration F    | und (not i   | ncluded ii      | n total nac    | kane)                |               |              | \$                 | 0.02        |
| Transportation E                |               | ,            |                 | •              |                      |               |              | Ψ<br>\$            |             |
|                                 |               | runa (no     | linciuueu       | i iii totai pe | ackag <del>e</del> ) |               |              | Φ                  | 0.08        |
| Balance of State Health and HRA |               |              |                 |                |                      |               |              | \$                 | 10.20       |
|                                 |               |              |                 |                |                      |               | +            | <del>»</del><br>\$ | 10.30       |
| Working Dues Pension            |               |              |                 |                |                      |               |              |                    |             |
|                                 | and Traini    | na           |                 |                |                      |               |              | <u>\$</u>          | 8.75        |
| Apprenticeship a                | and Iraini    | ng           |                 |                |                      |               |              | \$                 | 0.40        |
| LECET                           | -44: <u>-</u> | د ا ام مدد   | المالية المالية |                | lea are \            |               |              | \$                 | 0.15        |
| Contract Adminis                |               | •            |                 |                |                      |               |              | \$                 | 0.02        |
| Transportation E                |               |              |                 |                |                      |               |              | \$                 | 0.08        |
| *Minus sign on Wor              | king Dues     | contributior | indicates t     | axable item    | to be dedu           | icted from ba | se rates aft | er tax             | ces         |
|                                 |               |              |                 |                |                      |               |              |                    |             |