

Team Member Position	Straight Time Hourly Rate	*Estimated Straight Time Hourly Rate With bonus and incentives
General Crew Member without Driver's License	\$21.00	\$33.60
General Crew Member with Driver's License	\$23.00	\$36.00
Skidsteer Operator w/ bucket/sweeper - without Driver's License	\$23.00	\$36.00
Skidsteer Operator w/ bucket/sweeper - with Class C License	\$25.00	\$38.40
Skidsteer Operator w/ bucket/sweeper - with Class B License	\$27.00	\$40.80
Skidsteer Operator w/ bucket/sweeper - with Class A License	\$29.00	\$43.20
Skidsteer Operator w/ bucket/sweeper - with Class A and endorsements	\$29.50	\$43.80
Skidsteer Operator w/ grinder - without Driver's License	\$27.00	\$40.80
Skidsteer Operator w/ grinder - with Class C License	\$29.00	\$43.20
Skidsteer Operator w/ grinder - with Class B License	\$31.00	\$45.60
Skidsteer Operator w/ grinder - with Class A License	\$33.00	\$48.00
Skidsteer Operator w/ grinder - with Class A and endorsements	\$33.50	\$48.60
Street Sweeper Operator - with Class C License	\$27.00	\$40.80
Street Sweeper Operator - with Class B License	\$29.00	\$43.20
Street Sweeper Operator - with Class A License	\$31.00	\$45.60
Street Sweeper Operator - with Class A and endorsements	\$31.50	\$46.20
Water Truck Driver - with Class B and endorsements	\$26.50	\$40.20
Water Truck Driver - with Class A and endorsements	\$28.50	\$42.60
Dump Truck Driver - with Class B License	\$26.00	\$39.60
Excavator Operator - without Driver's License	\$25.00	\$38.40
Excavator Operator - with Class C License	\$27.00	\$40.80
Excavator Operator - with Class B License	\$29.00	\$43.20
Excavator Operator - with Class A License	\$31.00	\$45.60
Excavator Operator - with Class A and endorsements	\$31.50	\$46.20
Milling Machine Operator Top - without Driver's License	\$25.00	\$38.40
Milling Machine Operator Top - with Class C License	\$27.00	\$40.80
Milling Machine Operator Top - with Class B License	\$29.00	\$43.20
Milling Machine Operator Top - with Class A License	\$31.00	\$45.60
Milling Machine Operator Top - with Class A and endorsements	\$31.50	\$46.20
Milling Machine Operator Top - with Class A and endorsements - Lowbed	\$33.00	\$48.00
Milling Machine Operator Ground - without Driver's License	\$28.00	\$42.00
Milling Machine Operator Ground - with Class C License	\$30.00	\$44.40
Milling Machine Operator Ground - with Class B License	\$32.00	\$46.80
Milling Machine Operator Ground - with Class A License	\$34.00	\$49.20
Milling Machine Operator Ground - with Class A and endorsements	\$34.50	\$49.80
Milling Machine Operator Ground - with Class A and endorsements - Lowbed	\$36.00	\$51.60

**\* The Estimated Hourly Rate example is based on the following: \***

- 10% Years of Service Bonus  
(Employee in this example has earned 1% of gross wages between the dates of 4/15 and 10/15 and has worked for CRR for 10 seasons)
- 10% Performance Bonus (based on safety, being on time, vehicle maintenance, completing paperwork)  
(Employee in this example has maximized the Performance Bonus Plan between the dates of 4/15 and 10/15)
- \$7.00 per hour night pay differential between the hours of 8PM - 4AM

**Please note:**

Bonus time period is 4/15 through 10/15  
Bonuses are based on fixed percentage applied to total gross wages (regular plus overtime pay) between 4/15 and 10/15.  
You must be insurable to count as a valid drivers license.