

# CRR

---COASTAL ROAD REPAIR---



***Working With Coastal Road Repair***



Coastal Road Repair was founded in 2007. Since then, we've grown to own and operate one of the largest, most modern fleets of asphalt maintenance equipment anywhere in New England. More importantly, we've helped to train and develop some of the most highly-skilled team members in the construction industry.

We've accomplished this growth by keeping 3 values at our core:

1. Work smart.
2. Stay humble.
3. Value your people.

#### **In It To Win It: The Long Haul**

For the upcoming 2023 construction season, we want you to be a part of our growth.

Why join us? We're serious when we say we value our people. That's why we offer excellent hourly pay along with a generous bonus program and perks that reward you for your time and your work.

Bottom line - we believe in sharing our success with you.

Check out our pay rates, bonuses, and benefits below then call or text us to schedule an interview: (207) 310-8732

# Coastal Road Repair Benefits and Bonuses

## Health Insurance & Benefits:

- CRR covers 100% of employee premiums, **year round**
- CRR covers 50% of premiums for dependents (April-October)
- Health Savings Account
- Dental
- Vision
- Short Term Disability
- Life Insurance
- SIMPLE IRA plan (3% match by CRR)
- PTO (1 week after 2nd season, 2 weeks after 5th season)
- Paid Holidays (Memorial Day, July 4th, Labor Day)



## Performance Bonus:

Earn a 10% bonus on everything you earn (based on reaching all criteria of safety and job performance).

For example, say you make \$50,000 during the construction season, you'd receive a \$5,000 bonus (10% of \$50,000).

## Retention Bonus:

Earn an additional 1% bonus for every year you work with Coastal Road Repair. For example, say you made \$50,000 during the construction season, and you were with CRR:

1 year with CRR =	\$500 (1% of \$50,000)
2 years with CRR =	\$1,000 (2% of \$50,000)
10 years with CRR =	\$5,000 (10% of \$50,000)



## Travel Stipend and Night Shift Pay:

<b>Travel Stipend:</b>	\$30 per diem
<b>Night Shift Pay:</b>	\$7 per hour night shift pay, additional



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## 2023 Pay Rates

Level 1	
General Crew Member	Hourly Rate
Without Driver's License	\$21.00
With Class C License	\$23.00
With Class B License	\$25.00
With Class A License	\$27.00
With Class A and endorsements	\$27.50

Level 2	
General Crew Member	Hourly Rate
Without Driver's License	\$23.00
With Class C License	\$25.00
With Class B License	\$27.00
With Class A License	\$29.00
With Class A and endorsements	\$29.50
Skid Steer Operator	Hourly Rate
Without Driver's License	\$25.00
With Class C License	\$27.00
With Class B License	\$29.00
With Class A License	\$31.00
With Class A and endorsements	\$31.50
Milling Machine/Cold in Place Recycling Paver Top Operator	Hourly Rate
Without Driver's License	\$25.00
With Class C License	\$27.00
With Class B License	\$29.00
With Class A License	\$31.00
With Class A and endorsements	\$31.50



<b>Milling Machine/ Cold In Place Recycling Paver Ground Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$26.00
With Class C License	\$28.00
With Class B License	\$30.00
With Class A License	\$32.00
With Class A and endorsements	\$32.50
<b>Street Sweeper Operator</b>	<b>Hourly Rate</b>
With Class C License	\$26.00
With Class B License	\$28.00
With Class A License	\$30.00
With Class A and endorsements	\$30.50
<b>Roller Operator - Cold In Place Recycling (CIPR)</b>	<b>Hourly Rate</b>
Without Driver's License	\$24.00
With Class C License	\$26.00
With Class B License	\$28.00
With Class A License	\$30.00
With Class A and endorsements	\$30.50
<b>Excavator Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$25.00
With Class C License	\$27.00
With Class B License	\$29.00
With Class A License	\$31.00
With Class A and endorsements	\$31.50
<b>Level 3</b>	
<b>General Crew Member</b>	<b>Hourly Rate</b>
Without Driver's License	\$26.00
With Class C License	\$28.00
With Class B License	\$30.00
With Class A License	\$32.00
With Class A and endorsements	\$32.50
<b>Skid Steer Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$29.00
With Class C License	\$31.00
With Class B License	\$33.00
With Class A License	\$35.00
With Class A and endorsements	\$35.50

<b>Milling Machine/Cold in Place Recycling Paver Top Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$28.00
With Class C License	\$30.00
With Class B License	\$32.00
With Class A License	\$34.00
With Class A and endorsements	\$34.50
<b>Milling Machine/ Cold In Place Recycling Paver Ground Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$29.50
With Class C License	\$31.50
With Class B License	\$33.50
With Class A License	\$35.50
With Class A and endorsements	\$36.00
<b>Street Sweeper Operator</b>	<b>Hourly Rate</b>
With Class C License	\$29.00
With Class B License	\$31.00
With Class A License	\$33.00
With Class A and endorsements	\$33.50
<b>Roller Operator - Cold In Place Recycling (CIPR)</b>	<b>Hourly Rate</b>
Without Driver's License	\$27.00
With Class C License	\$29.00
With Class B License	\$31.00
With Class A License	\$33.00
With Class A and endorsements	\$33.50
<b>Excavator Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$28.00
With Class C License	\$30.00
With Class B License	\$32.00
With Class A License	\$34.00
With Class A and endorsements	\$34.50
<b>Level 4</b>	
<b>Skid Steer Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$31.00
With Class C License	\$33.00
With Class B License	\$35.00
With Class A License	\$37.00
With Class A and endorsements	\$37.50

<b>Milling Machine/Cold in Place Recycling Paver Top Operator</b>	<b>Hourly Rate</b>
With Class A License	\$37.00
With Class A and endorsements	\$37.50
<b>Milling Machine/ Cold In Place Recycling Paver Ground Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$33.00
With Class C License	\$35.00
With Class B License	\$37.00
With Class A License	\$39.00
With Class A and endorsements	\$39.50
<b>Excavator Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$32.00
With Class C License	\$34.00
With Class B License	\$36.00
With Class A License	\$38.00
With Class A and endorsements	\$38.50