

# CRR

--COASTAL ROAD REPAIR--



*Working With Coastal Road Repair*

# 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 2% 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 =	\$1,000 (2% of \$50,000)
2 years with CRR =	\$2,000 (4% of \$50,000)
10 years with CRR =	\$10,000 (20% of \$50,000)



## Travel Stipend and Night Shift Pay:

<b>Travel Stipend:</b>	\$50 per diem
<b>Travel Shift Pay:</b>	\$8 per hour travel shift pay
<b>Night Shift Pay:</b>	\$10 per hour night shift pay

## Performance Bonus

**Bonus Percent:** 10%

**Bonus Period:** Bonus is based on earnings (regular and overtime) between April 15th and October 15th.

**Criteria:** Safety:

- Wearing PPE
- Wearing Seatbelts
- No distracted driving (texting, checking phone, etc.)
- No smoking in vehicles
- Vehicle Maintenance

Job Performance:

- Clocking in/out
- Vehicle inspections
- Repair Requests

**Details:** Bonus is paid two times per year.  
First bonus is paid by the 3rd week of July.  
Second bonus is paid by the 3rd week of October.

**Example:** If an employee earns \$50k, and meets bonus criteria, the employee would receive \$5k.

## Retention Bonus

**Bonus Percent:** 2% - 20% (2% for every year of service)

**Bonus Period:** Bonus is based on annual earnings (regular and overtime) between April 15th and October 15th.

**Criteria:** For every year that employee stays working with CRR, they earn a 1% bonus, up to 10% maximum.  
Only available if you do *not* work during the winter with CRR.  
Must be *continuous* years of service.

**Details:** Bonus is paid at the *end* of each season, typically in November.

**Example:** Seasonal team member that works at CRR for 1 year, and earns \$50k, would receive a \$1,000 bonus.  
Seasonal team member that works at CRR for 10 years, and earns \$50k, would receive a \$10,000 bonus.

## Travel Stipend, Travel Shift Pay, & Night Shift Pay

**Travel Stipend:** \$50 per diem (for travel outside of the CRR service area, with an overnight stay).

**Travel Shift Pay:** \$8 per hour travel shift pay (for travel outside of the CRR service area, with an overnight stay. Only applies to actual Production Hours worked. Does not apply to travel, mob, maintenance, or any other non-production hours).

**Night Shift Pay:** \$10 per hour night shift pay

## Coastal Road Repair Benefits

- Coastal Road Repair covers 100% of Employee Premiums, year round
- Coastal Road Repair covers 50% of premiums for dependents (April-October)
- Health Savings Account
- Dental
- Vision
- Short Term Disability
- Life Insurance
- Simple IRA



---COASTAL ROAD REPAIR---

## 2024 Pay Rates

Level 1	
General Crew Member	2024 Hourly Rate
Without Driver's License	\$21.84
With Class C License	\$23.92
With Class B License	\$26.00
With Class A License	\$28.08
With Class A and endorsements	\$28.60
Level 2	
General Crew Member	Hourly Rate
Without Driver's License	\$23.92
With Class C License	\$26.00
With Class B License	\$28.08
With Class A License	\$30.16
With Class A and endorsements	\$30.68
Skid Steer Operator	Hourly Rate
Without Driver's License	\$26.00
With Class C License	\$28.08
With Class B License	\$30.16
With Class A License	\$32.24
With Class A and endorsements	\$32.76
Milling Machine Top Operator	Hourly Rate
Without Driver's License	\$26.00
With Class C License	\$28.08
With Class B License	\$30.16
With Class A License	\$32.24
With Class A and endorsements	\$32.76
Milling Machine Ground Operator	Hourly Rate
Without Driver's License	\$27.04
With Class C License	\$29.12
With Class B License	\$31.20
With Class A License	\$33.28
With Class A and endorsements	\$33.80
Paver Top Operator	Hourly Rate
Without Driver's License	\$26.00
With Class C License	\$28.08
With Class B License	\$30.16
With Class A License	\$32.24
With Class A and endorsements	\$32.76



<b>Paver Screed Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$27.04
With Class C License	\$29.12
With Class B License	\$31.20
With Class A License	\$33.28
With Class A and endorsements	\$33.80
<b>Street Sweeper Operator</b>	<b>Hourly Rate</b>
With Class C License	\$27.04
With Class B License	\$29.12
With Class A License	\$31.20
With Class A and endorsements	\$31.72
<b>Roller Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$24.96
With Class C License	\$27.04
With Class B License	\$29.12
With Class A License	\$31.20
With Class A and endorsements	\$31.72
<b>Excavator Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$26.00
With Class C License	\$28.08
With Class B License	\$30.16
With Class A License	\$32.24
With Class A and endorsements	\$32.76
<b>Level 3</b>	
<b>General Crew Member</b>	<b>Hourly Rate</b>
Without Driver's License	\$27.04
With Class C License	\$29.12
With Class B License	\$31.20
With Class A License	\$33.28
With Class A and endorsements	\$33.80
<b>Skid Steer Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$30.16
With Class C License	\$32.24
With Class B License	\$34.32
With Class A License	\$36.40
With Class A and endorsements	\$36.92
<b>Milling Machine Top Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$29.12
With Class C License	\$31.20
With Class B License	\$33.28
With Class A License	\$35.36
With Class A and endorsements	\$35.88
<b>Milling Machine Ground Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$30.68
With Class C License	\$32.76

With Class B License	\$34.84
With Class A License	\$36.92
With Class A and endorsements	\$37.44
<b>Paver Top Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$29.12
With Class C License	\$31.20
With Class B License	\$33.28
With Class A License	\$35.36
With Class A and endorsements	\$35.88
<b>Paver Screed Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$30.68
With Class C License	\$32.76
With Class B License	\$34.84
With Class A License	\$36.92
With Class A and endorsements	\$37.44
<b>Street Sweeper Operator</b>	<b>Hourly Rate</b>
With Class C License	\$30.16
With Class B License	\$32.24
With Class A License	\$34.32
With Class A and endorsements	\$34.84
<b>Roller Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$28.08
With Class C License	\$30.16
With Class B License	\$32.24
With Class A License	\$34.32
With Class A and endorsements	\$34.84
<b>Excavator Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$29.12
With Class C License	\$31.20
With Class B License	\$33.28
With Class A License	\$35.36
With Class A and endorsements	\$35.88
<b>Level 4</b>	
<b>Skid Steer Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$32.24
With Class C License	\$34.32
With Class B License	\$36.40
With Class A License	\$38.48
With Class A and endorsements	\$39.00
<b>Milling Machine Top Operator</b>	<b>Hourly Rate</b>
With Class A License	\$38.48
With Class A and endorsements	\$39.00
<b>Milling Machine Ground Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$34.32
With Class C License	\$36.40

With Class B License	\$38.48
With Class A License	\$40.56
With Class A and endorsements	\$41.08
<b>Paver Top Operator</b>	<b>Hourly Rate</b>
With Class A License	\$38.48
With Class A and endorsements	\$39.00
<b>Paver Screed Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$34.32
With Class C License	\$36.40
With Class B License	\$38.48
With Class A License	\$40.56
With Class A and endorsements	\$41.08
<b>Excavator Operator</b>	<b>Hourly Rate</b>
Without Driver's License	\$33.28
With Class C License	\$35.36
With Class B License	\$37.44
With Class A License	\$39.52
With Class A and endorsements	\$40.04

- Receive up to a **30%** annual bonus!\*
- CRR covers 100% of Employee Premiums, **year round**
- Additional \$50 per diem for work outside of CRR service area that requires overnight stay.
- Additional \$10 dollars per hour for night shift pay (work between 8pm - 4am)
- Additional \$8 dollars per hour for work outside of CRR service area that requires overnight stay.
- Health Savings Account
- Dental
- Vision
- Short Term Disability
- Life Insurance
- Simple IRA

\* 30% Annual Bonus Based On:

- 20% Years of Service Bonus (Receive a 2% bonus for every year you have been a part of the CRR team).
- 10% Performance Bonus (Based on Safety and Job Performance).