

	2024	7/1/25 to 6/30/2026	7/1/26 to 6/30/2027	7/1/27 to 8/30/2028
FOREMAN				
Hired before 12/31/2014	3.50%	3.00%	3.00%	3.00%
First year	\$ 41.60	\$ 42.85	\$ 44.13	\$ 45.46
Second year	\$ -			
Third year	\$ -			
FOREMAN				
Hired after 1/1/2015	4.50%	4.00%	3.50%	3.00%
First year	\$ -			
Second year	\$ -			
Third year	\$ 38.13	\$ 39.66	\$ 41.04	\$ 42.27
HEAVY EQUIPMENT OPERATOR				
Hired before 12/31/2014	3.50%	3.00%	3.00%	3.00%
First year	\$ 35.90	\$ 36.98	\$ 38.09	\$ 39.23
Second year	\$ 36.05	\$ 37.13	\$ 38.25	\$ 39.39
Third year	\$ 36.53	\$ 37.63	\$ 38.75	\$ 39.92
HEAVY EQUIPMENT OPERATOR				
Hired after 1/1/2015	4.50%	4.00%	3.50%	3.00%
First year	\$ 32.60	\$ 33.90	\$ 35.09	\$ 36.14
Second year	\$ 33.78	\$ 35.13	\$ 36.36	\$ 37.45
Third year	\$ 34.96	\$ 36.36	\$ 37.63	\$ 38.76
MAINTENANCE ELECTRICIAN				
Hired before 12/31/2014	3.50%	3.00%	3.00%	3.00%
First year	\$ 35.41	\$ 36.47	\$ 37.57	\$ 38.69
Second year	\$ 35.71	\$ 36.78	\$ 37.88	\$ 39.02
Third year	\$ 36.05	\$ 37.13	\$ 38.25	\$ 39.39
MAINTENANCE ELECTRICIAN				
Hired after 1/1/2015	4.50%	4.00%	3.50%	3.00%
First year	\$ 32.60	\$ 33.90	\$ 35.09	\$ 36.14
Second year	\$ 33.78	\$ 35.13	\$ 36.36	\$ 37.45
Third year	\$ 34.96	\$ 36.36	\$ 37.63	\$ 38.76
MAINTENANCE MECHANIC				
Hired before 12/31/2014	3.50%	3.00%	3.00%	3.00%
First year	\$ 35.90	\$ 36.98	\$ 38.09	\$ 39.23
Second year	\$ 36.05	\$ 37.13	\$ 38.25	\$ 39.39
Third year	\$ 36.53	\$ 37.63	\$ 38.75	\$ 39.92
MAINTENANCE MECHANIC				
Hired after 1/1/2015	4.50%	4.00%	3.50%	3.00%
First year	\$ 32.60	\$ 33.90	\$ 35.09	\$ 36.14
Second year	\$ 33.78	\$ 35.13	\$ 36.36	\$ 37.45
Third year	\$ 34.96	\$ 36.36	\$ 37.63	\$ 38.76
CUSTODIAN/ MECHANIC HELPER				
Hired before 12/31/2014	3.50%	3.00%	3.00%	3.00%
	\$ 34.85	\$ 35.90	\$ 36.97	\$ 38.08
CUSTODIAN/ MECHANIC HELPER				
Hired after 1/1/2015	4.50%	4.00%	3.50%	3.00%
First year	\$ 30.02	\$ 31.22	\$ 32.31	\$ 33.28
Second year	\$ 30.62	\$ 31.84	\$ 32.96	\$ 33.95
Third year	\$ 31.20	\$ 32.45	\$ 33.58	\$ 34.59
PARK CREW LEADER				
Hired before 12/31/2014	3.50%	3.00%	3.00%	3.00%

	<u>2024</u>	6/30/2026	6/30/2027	8/30/2028
First year	\$ 35.12	\$ 36.17	\$ 37.26	\$ 38.38
Second year	\$ 35.33	\$ 36.39	\$ 37.48	\$ 38.61
PARK CREW LEADER				
Hired after 1/1/2015	4.50%	4.00%	3.50%	3.00%
First year	\$ 30.02	\$ 31.22	\$ 32.31	\$ 33.28
Second year	\$ 30.60	\$ 31.82	\$ 32.94	\$ 33.93
TRUCK DRIVER				
Hired before 12/31/2014	3.50%	3.00%	3.00%	3.00%
First year	\$ 35.12	\$ 36.17	\$ 37.26	\$ 38.38
Second year	\$ 35.33	\$ 36.39	\$ 37.48	\$ 38.61
TRUCK DRIVER				
Hired after 1/1/2015	4.50%	4.00%	3.50%	3.00%
First year	\$ 30.03	\$ 31.23	\$ 32.32	\$ 33.29
Second year	\$ 31.20	\$ 32.45	\$ 33.58	\$ 34.59
Third year	\$ 32.37	\$ 33.66	\$ 34.84	\$ 35.89
LABORER				
Hired after 1/1/2015	4.50%	4.00%	3.50%	3.00%
Step one	\$ 22.13	\$ 23.02	\$ 23.82	\$ 24.54
Step two	\$ 23.37	\$ 24.30	\$ 25.16	\$ 25.91
Step three	\$ 24.61	\$ 25.59	\$ 26.49	\$ 27.28
Step four	\$ 25.83	\$ 26.86	\$ 27.80	\$ 28.64
Step five	\$ 27.07	\$ 28.15	\$ 29.14	\$ 30.01
Step six	\$ 27.61	\$ 28.71	\$ 29.72	\$ 30.61
Step seven	\$ 28.16	\$ 29.29	\$ 30.31	\$ 31.22
Step eight	\$ 28.73	\$ 29.88	\$ 30.92	\$ 31.85