

Lake County and Local 150

**Division of Transportation Supplemental**

April 1, 2023 through November 30, 2026

## Contents

ARTICLE 1 DEFINITION OF TERMS.....	1
ARTICLE 3 RECOGNITION .....	2
ARTICLE 7 WAGES/OTHER PAY PROVISIONS .....	2
ARTICLE 8 HOURS OF WORK AND OVERTIME .....	7
ARTICLE 9 LAYOFF AND RECALL.....	9
ARTICLE 12 UNIFORMS/WORK APPAREL.....	9
ARTICLE 22 LABOR-MANAGEMENT MEETINGS.....	10
ARTICLE 24 CONTRACTING OUT .....	10
ARTICLE 25 SHARED SERVICES.....	10
APPENDIX A WAGE SCALE .....	12

**ARTICLE 1**  
**DEFINITION OF TERMS**

E) Temporary full-time employees are eligible for paid holidays in accordance with county policy if they are scheduled to work on the paid holiday. Temporary employees are not eligible for any employee benefits except worker's compensation and unemployment insurance. A temporary employee has no right to use the grievance procedure contained in Article 13 or the Lake County grievance procedure. The discipline, demotion, or discharge of a temporary employee shall not be a violation of this Agreement. A temporary employee may be asked to extend the duration of their temporary employment if a temporary vacancy is created by another employee's authorized leave of absence. While those employees will still be considered temporary employees, a temporary employee who is asked to serve for an extended duration due to another employee's leave of absence may be eligible for employee benefits including IMRF, health, life, and dental insurance, sick leave, vacation (provided they work the required number of hours), worker's compensation and unemployment insurance but still will not have the right to use the grievance procedure contained in Article 13 or the Lake County grievance procedure. The employment of temporary employees will not be used to diminish regular, full-time employees' hours of work nor their usual opportunities for overtime.

Temporary employees shall be paid at the start rate of the Maintenance Worker pay scale. Through March 30, 2025, temporary employees hired for

the second and subsequent year of employment shall be paid at the six-month step rate of pay of the Maintenance Worker pay scale. Effective April 1, 2025, temporary employees for the second and subsequent year of employment shall be paid at the Step 2 rate of pay of the Maintenance Worker pay scale.

### **ARTICLE 3 RECOGNITION**

The Employer recognizes the International Union of Operating Engineers, Local Number 150, as the exclusive collective bargaining agents for all Lake County Division of Transportation employees in the job classifications and titles covered by this Agreement:

Classifications for employees hired prior to the ratification of the 2016 agreement shall be as follows:

- Road Maintenance Worker
- Road Maintenance Worker II
- Operator
- Mechanic
- Lead Mechanic
- Foreman

Classifications for employees hired after the ratification of the 2016 agreement shall be as follows:

- Road Maintenance Worker
- Operator
- Mechanic
- Lead Mechanic
- Foreman

### **ARTICLE 7 WAGES/OTHER PAY PROVISIONS**

#### **Section 1. Wages**

Tier I employees will receive the following increases:

Effective April 1, 2023 – employees will receive a 3.25% increase to base pay;

Effective April 1, 2024 – employees will receive a 4% increase to base pay;

Effective April 1, 2025 – employees will receive a 3% increase to base pay;

Effective April 1, 2026 – employees will receive the same increase as the non-represented employees of the County but no less than a 2.5% increase to base pay.

The salary schedule of Tier II employees will be increased as follows:

Effective April 1, 2023 – the salary schedule shall be increased by 3.25%. Eligible employees also received a step increase.

Effective April 1, 2024 – the salary schedule shall be increased by 4%. Eligible employees also received a step increase.

Effective April 1, 2025 – the salary schedule shall be modified per the attached at Appendix A and each employee will receive placement on a step that results in a minimum 3.75% increase. There is no additional step increase for this year.

Effective April 1, 2026 – the salary schedule shall be increased by the same percentage increase as the non-represented employees of the County but no less than a 2.5% increase. Eligible employees will also receive a step increase.

## **Section 2. Wage Tier Agreement**

The parties agree that beginning on the date of the Agreement, Tier 1 shall remain in full force and effect and that any changes to Tier 1 shall be permissive subjects of bargaining with the sole exception of general increases, if any, until such time as the last employee who is working under Tier 1 leaves employment.

## **Section 3. Other Pay Provisions**

- a. All employees classified as Lead Mechanic, or Mechanic who maintain a sizeable investment in personal hand tools to perform their duties shall be allowed a tool allowance equal to \$0.50 per hour.

- b. Insurance coverage will be provided to all eligible employees classified in the Mechanic Series who maintain a sizeable investment in personal hand tools to perform their duties.
- c. Those employees permanently assigned to work on a shift with a start time between 3:31 **P.M.** and 11:30 **P.M.** shall receive \$0.20 per hour over the normal rate in any category. Those employees permanently assigned to work on a shift with a start time between 11:31 **P.M.** and 6:30 A.M. shall receive \$0.30 per hour over the normal rate in any category.
- d. Call Out Foreman Differential. Whenever an employee covered by this Agreement is assigned to act as the Call Out Foreman for the purpose of managing snow and ice control operations, a wage differential of \$3.00 per hour will be paid in addition to the regular hourly rate for that individual. The differential shall be limited to hours of work scheduled as Call Out Foreman.
- e. During each budgetary year, all employees may be eligible for advancement in classification. Evaluations will take place at annual intervals.
- f. Mechanic Certification- those Mechanics that maintain 4, but less than 8, Automotive Service Excellence (ASE) certifications will be compensated a premium of \$0.25 per hour in addition to their regular wage. Time spent obtaining these certifications is not compensable,

For purposes of this pay provision, the Automotive Service Excellence (ASE) Certifications that are applicable are the same as those found in the following Master Mechanics Certification and in accordance with the shop to which the employee is most often assigned to work by the Manager of Fleet and Facilities.

- g. Master Mechanic Certification-those mechanics that maintain certification as an Automotive Service Excellence (ASE) Master Mechanic will be compensated a total premium of \$0.50 per hour (not an additional premium to the previously stated Mechanics Certification) in addition to their regular wage. Time spent obtaining these certifications is not compensable.

For the purposes of this pay provision, an Automotive Service Excellence (ASE) Master Mechanic Certification is defined in accordance with the shop to which the employee is most often assigned to work by the Manager of Fleet and Facilities:

Light Duty Shop

Master Mechanic certification requires maintaining all of the following ASE certifications -

- A-1 Engine Repair
- A-2 Automatic Transmission/Transaxle
- A-3 Manual Drive Train and Axles
- A-4 Suspension and Steering

- A-5 Brakes
- A-6 Electrical/Electronic Systems
- A-7 Heating and Air Conditioning
- A-8 Engine Performance

Heavy Duty Shop

Master Mechanic certification requires maintaining all of the following ASE certifications -

- T-1 Gasoline Engines
- T-2 Diesel Engines
- T-3 Drive Train
- T-4 Brakes
- T-5 Suspension and Steering
- T-6 Electrical/Electronic Systems
- T-7 Heating, Ventilation and A/C
- T-8 Preventative Maintenance Inspection

Welding and Fabrication Shop

Master Mechanic certification requires maintaining status as an American Welding Society (AWS) certified welder and maintaining all of the following ASE certifications -

- E-1 Truck Equipment Installation and Repair
- E-2 Electrical/Electronic Systems
- E-3 Auxiliary Power Systems
- T-5 Suspension and Steering
- T-6 Electrical/Electronic Systems
- T-7 Heating, Ventilation and A/C
- T-8 Preventative Maintenance Inspection

Parts Department

Master Mechanic certification requires maintaining all of the following five (5) ASE certifications plus any three (3) certifications from the ASE "A", "T" or "E" series -

- P-1 M/H Truck Dealership Parts
- P-2 Automobile Parts
- P-3 Truck Aftermarket Parts – Brakes
- P-4 GM Parts Consultant
- P-9 Truck Aftermarket Parts - Suspension & Steering

**Section 4. Step Progression**

Beginning April 1, 2025, the new salary schedule effective April 1, 2025, set forth in Appendix A shall apply for Tier II employees. (Tier I employees are grandfathered in accordance with Article 16 Section 2. above). Employees will be placed on a step of the April 1, 2025, salary

schedule that provides employees at minimum a 3.75% increase. Said salary schedule shall increase on April 1, 2026, by the amounts set forth in Section 1. Employees shall be eligible for a step increase April 1, 2026.

The Employer may deny or delay a step increase if the employee does not have satisfactory performance. Such a decision shall not be arbitrary or capricious.

The Employer shall have the right to determine the starting step for any employee, provided the employee is placed on a step of the salary schedule.

An employee who is promoted will be moved to the step on the salary schedule that provides the employee with at least a 5% increase. A newly hired or promoted employee will be eligible for another step increase if the employee is hired or promoted prior to June 1 of any year. An employee desiring to return to his previous position must do so within the first thirty (30) days of the promotion. The returning employee will be paid consistent with the salary previously paid.

An employee must obtain and maintain the required certification (CDL) within the requisite timeframe (six (6) months). The failure of the employee to do so will result in the demotion or termination of the employee, whichever is applicable.

## **Section 5. Retroactivity**

Employees who are on the active payroll of the County on the execution date of the Agreement or who have retired in good standing will receive retroactive pay on the 2023 and 2024 increases for all wages paid by the County.



**ARTICLE 8  
HOURS OF WORK AND OVERTIME**

**Section 1. Normal Work Hours**

Normal hours of work shall be 6:30 A.M. to 3:00 P.M year round.

Eight hours constitute a day's work, and 40 hours constitute a minimum week the year around; time and one-half for overtime.

**Section 2. Lunch and Break Periods**

Employees shall be granted two paid fifteen (15) minute break periods; one in the morning and one in the afternoon which shall be combined with the one unpaid thirty minute lunch period for one total combined 45-minute break mid-day (30 minutes unpaid immediately followed by 15 minutes paid) during a normal work day.

**Section 3. Overtime**

A. Time and one-half shall be paid for all hours worked before and after normal shift starting and ending times for working hours Monday through Friday.

B. Double time shall be paid for all hours worked on the fourth Thursday in November (Thanksgiving Day), on December 25th (Christmas Day) and on January 1st (New Years' Day).

C. Absent emergency, temporary or summer employees in the Maintenance Division assigned to a bargaining unit crew will not be scheduled to work overtime for that crew.

D. Call Outs

1. A "call out" is defined as an official assignment to work which does not continuously precede or follow the regularly scheduled working hours of an employee covered by this Agreement.

2. A four-hour minimum guarantee will be provided for call-outs to plow snow.
3. A minimum two-hour guarantee will be provided for all other call-outs.

It is understood that the County's objective for creating two wage tiers was not to dilute overtime opportunities for employees hired prior to the date of this Agreement. The County will offer overtime opportunities in an equitable and balance manner regardless of hourly rates of pay.

#### **Section 4. Distribution of Overtime**

The Employer agrees to attempt to distribute overtime opportunities outside of snow and ice operations as equally as possible amongst those employees who normally perform the work at issue. Such overtime assigned outside of snow and ice operations shall be assigned by a rotating volunteer list, starting with the most senior employee who volunteered and rotating thereafter. Provided, if an insufficient number of employees volunteer for the assignment, the Employer reserves the right to require another qualified employee to perform the work. The Employer may delegate to the Foreman the calls from the rotating list for such overtime calls. If an employee refuses the overtime assignment or fails to answer a call, it shall be counted as if he worked the overtime. Any new employees shall be added to the bottom of the rotating list. The rotating list shall be reset annually.

#### **Section 5. Training**

Employees who attend training may have the start and end of the workday adjusted so that attendance does not create overtime provided the training is not more than eight hours. (Example; if an employee's workday normally is 7:30 am to 3:30 pm and the training programs hours are 9:00 am to 5:00 pm the employee's hours of work for that day will be change to the training program hours).

**ARTICLE 9  
LAY-OFF AND RECALL PROVISIONS**

**Section 1. Lay-Off**

Layoffs shall be by inverse order of departmental seniority within a classification.

Employees may bump a less senior employee in the same or lower level classification if the employee is qualified to perform the work of the classification (as determined at the discretion of the Employer) and the remaining employees can perform the remaining work in the classification to which the employee is bumping (as determined in the discretion of the Employer). Bumping rights shall continue until completely exhausted.

**Section 2. Recall of Laid-Off Employees**

The names of laid off employees shall be placed on a recall list for twelve (12) months.

Employees shall be recalled in seniority order to a position for which they are qualified.

**ARTICLE 12  
UNIFORMS/WORK APPAREL**

Effective December 1, 2024, the County will provide each bargaining unit employee with an allowance of \$500 per fiscal year for application towards items offered in the Division of Transportation's consolidated work apparel program administered by the Engineer of Maintenance. Bargaining unit employees shall comply with the terms and conditions described in the Apparel Policy that is included in the Lake County Division of Transportation Personnel Manual.

The County will provide each bargaining unit employee with one (1) pair of prescription safety glasses per fiscal year.

**ARTICLE 22  
LABOR-MANAGEMENT MEETINGS**

Attendance at such meetings shall be limited to a total of both parties of 6 to 12 participants, equally proportioned between labor and management attendees. Union representative(s) and/or the Union steward may attend these meetings but shall count towards the overall labor total. There shall be no loss of wages or overtime paid for attendance by the bargaining unit employees. The Division of Transportation management-assigned representative, as designated by the County Engineer, shall chair such meetings.

**ARTICLE 24  
CONTRACTING OUT**

Except in an emergency, the Division of Transportation shall give the Unions at least thirty (30) days' notice of contracting out bargaining unit work that is beyond current practice and which will 1) result in a layoff of regular bargaining unit employees, or 2) result in a reduction in regularly scheduled hours of regular bargaining unit employees.

Upon request by the Unions, the parties will meet to negotiate over the impact of the Employer's decision.

**ARTICLE 25  
SHARED SERVICES**

To maximize work capacity, give employees opportunities to perform a wider variety of tasks and to reduce the reliance on contract workers, the Employer may assign work performed to employees outside of their home department. Such work will not be assigned to shift or take work away from employees but shall be used to supplement capacity rather than to use contractors, temporary help and/or to get work completely in a timely fashion.

**Section 1. Shared Services for Employee Who Perform Similar Work**

The Employer may assign work to bargaining unit members who are not permanently assigned to the department where the work is to be performed. These shared service assignments may occur amongst those employees who usually perform the type of work at issue.

**Section 2. Shared Services for Employee Who Performs Work in a Higher Classification**

The Employer may assign work to bargaining unit members who are not permanently assigned to the department where the work is to be performed. These shared service assignments may occur amongst those employees who are qualified to perform the type of work at issue (such as snowplow driver for those who have a CDL). Any employee falling into this category shall receive the minimum of the pay grade for the time spent performing the task or 5%, whichever is higher with a guaranteed minimum of 8 hours per event.

FOR THE EMPLOYER

FOR THE UNION

\_\_\_\_\_  
Sandra Hart  
Lake County Board Chair

\_\_\_\_\_  
James Sweeney  
President/Business Manager

\_\_\_\_\_  
Anthony Vega  
Lake County Clerk

\_\_\_\_\_  
Deanna M. Distasio

## Appendix A

<b>DOT TIER 1:</b>										
<b>Road Maintenance Worker</b>										
	<b>Intro</b>	<b>6 Months</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
4/1/2022			\$ 42.48	\$ 42.67	\$ 43.50	\$ 43.69	\$ 43.90	\$ 44.69	\$ 44.90	\$ 45.11
4/1/2023- 3.25%			\$ 43.86	\$ 44.06	\$ 44.91	\$ 45.11	\$ 45.33	\$ 46.14	\$ 46.36	\$ 46.58
4/1/2024- 4%			\$ 45.62	\$ 45.82	\$ 46.71	\$ 46.91	\$ 47.14	\$ 47.99	\$ 48.21	\$ 48.44
4/1/2025- 3%			\$ 46.98	\$ 47.19	\$ 48.11	\$ 48.32	\$ 48.55	\$ 49.43	\$ 49.66	\$ 49.89
4/1/2026- me too, min 2.5			\$ 48.16	\$ 48.37	\$ 49.31	\$ 49.53	\$ 49.77	\$ 50.66	\$ 50.90	\$ 51.14
<b>Road Maintenance Worker II</b>										
	<b>Intro</b>	<b>6 Months</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
4/1/2022	\$ 42.13	\$ 42.39	\$ 42.59	\$ 42.79	\$ 43.59	\$ 43.79	\$ 43.98	\$ 44.80	\$ 45.00	\$ 45.20
4/1/2023- 3.25%	\$ 43.50	\$ 43.77	\$ 43.97	\$ 44.18	\$ 45.01	\$ 45.21	\$ 45.41	\$ 46.26	\$ 46.46	\$ 46.67
4/1/2024- 4%	\$ 45.24	\$ 45.52	\$ 45.73	\$ 45.95	\$ 46.81	\$ 47.02	\$ 47.23	\$ 48.11	\$ 48.32	\$ 48.54
4/1/2025- 3%	\$ 46.60	\$ 46.88	\$ 47.11	\$ 47.33	\$ 48.21	\$ 48.43	\$ 48.64	\$ 49.55	\$ 49.77	\$ 49.99
4/1/2026- me too, min 2.5	\$ 47.76	\$ 48.06	\$ 48.28	\$ 48.51	\$ 49.42	\$ 49.64	\$ 49.86	\$ 50.79	\$ 51.01	\$ 51.24
<b>Operator</b>										
	<b>Intro</b>	<b>6 Months</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
4/1/2022	\$ 42.82	\$ 43.09	\$ 43.30	\$ 43.50	\$ 44.30	\$ 44.49	\$ 44.69	\$ 45.50	\$ 45.71	\$ 45.91
4/1/2023- 3.25%	\$ 44.21	\$ 44.49	\$ 44.71	\$ 44.91	\$ 45.74	\$ 45.94	\$ 46.14	\$ 46.98	\$ 47.20	\$ 47.40
4/1/2024- 4%	\$ 45.98	\$ 46.27	\$ 46.50	\$ 46.71	\$ 47.57	\$ 47.77	\$ 47.99	\$ 48.86	\$ 49.08	\$ 49.30
4/1/2025- 3%	\$ 47.36	\$ 47.66	\$ 47.89	\$ 48.11	\$ 49.00	\$ 49.21	\$ 49.43	\$ 50.32	\$ 50.56	\$ 50.78
4/1/2026- me too, min 2.5	\$ 48.54	\$ 48.85	\$ 49.09	\$ 49.31	\$ 50.22	\$ 50.44	\$ 50.66	\$ 51.58	\$ 51.82	\$ 52.05
<b>Mechanic</b>										

	Intro	6 Months	1	2	3	4	5	6	7	8
4/1/2022	\$ 42.95	\$ 43.18	\$ 43.39	\$ 43.59	\$ 44.40	\$ 44.61	\$ 44.80	\$ 45.60	\$ 45.80	\$ 46.00
4/1/2023- 3.25%	\$ 44.35	\$ 44.58	\$ 44.80	\$ 45.01	\$ 45.84	\$ 46.06	\$ 46.26	\$ 47.08	\$ 47.29	\$ 47.50
4/1/2024- 4%	\$ 46.12	\$ 46.37	\$ 46.59	\$ 46.81	\$ 47.68	\$ 47.90	\$ 48.11	\$ 48.97	\$ 49.18	\$ 49.39
4/1/2025- 3%	\$ 47.50	\$ 47.76	\$ 47.99	\$ 48.21	\$ 49.11	\$ 49.34	\$ 49.55	\$ 50.43	\$ 50.66	\$ 50.88
4/1/2026- me too, min 2.5	\$ 48.69	\$ 48.95	\$ 49.19	\$ 49.42	\$ 50.33	\$ 50.57	\$ 50.79	\$ 51.70	\$ 51.92	\$ 52.15
<b>Lead Mechanic and Foreman</b>										
	Intro	6 Months	1	2	3					
4/1/2022			\$ 47.83	\$ 48.05	\$ 48.25					
4/1/2023- 3.25%			\$ 49.38	\$ 49.61	\$ 49.82					
4/1/2024- 4%			\$ 51.36	\$ 51.60	\$ 51.81					
4/1/2025- 3%			\$ 52.90	\$ 53.14	\$ 53.37					
4/1/2026- me too, min 2.5			\$ 54.22	\$ 54.47	\$ 54.70					

**DOT TIER 2:**

**ROAD MAINTENANCE WORKER**

	Introductory	6 Months	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
4/1/2022	\$26.11	\$28.60	\$28.74	\$28.89	\$29.03	\$29.18	\$29.32	\$29.47	\$29.62	\$29.77	\$29.91	\$30.06	\$30.21	\$30.36	\$30.52	\$30.67	\$30.82
4/1/2023- 3.25%	\$26.96	\$29.53	\$29.68	\$29.83	\$29.98	\$30.13	\$30.28	\$30.43	\$30.58	\$30.73	\$30.89	\$31.04	\$31.20	\$31.35	\$31.51	\$31.67	\$31.82
4/1/2024- 4%	\$28.03	\$30.71	\$30.87	\$31.02	\$31.17	\$31.33	\$31.49	\$31.64	\$31.80	\$31.96	\$32.12	\$32.28	\$32.44	\$32.61	\$32.77	\$32.93	\$33.10
		9.55%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%

**ROAD MAINTENANCE WORKER**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
4/1/2025	\$30.71	\$31.25	\$31.79	\$32.35	\$32.92	\$33.49	\$34.08	\$34.68	\$35.28	\$35.90	\$36.53	\$37.17	\$37.82	\$38.48	\$39.15	\$39.84	\$40.54
4/1/2026-2.5 w/ me too	\$31.48	\$32.03	\$32.59	\$33.16	\$33.74	\$34.33	\$34.93	\$35.54	\$36.16	\$36.80	\$37.44	\$38.10	\$38.76	\$39.44	\$40.13	\$40.83	\$41.55

1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75% #REF! #REF!

**OPERATOR**

	<b>Introductory</b>	<b>6 Months</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
4/1/2022	\$31.32	\$34.31	\$34.48	\$34.65	\$34.83	\$35.00	\$35.17	\$35.35	\$35.53	\$35.71	\$35.88	\$36.06	\$36.24	\$36.42	\$36.61	\$36.79	\$36.97
4/1/2023-3.25%	\$32.34	\$35.42	\$35.60	\$35.78	\$35.96	\$36.14	\$36.32	\$36.50	\$36.68	\$36.87	\$37.05	\$37.24	\$37.42	\$37.61	\$37.80	\$37.99	\$38.18
4/1/2024- 4%	\$33.63	\$36.84	\$37.02	\$37.21	\$37.40	\$37.58	\$37.77	\$37.96	\$38.15	\$38.34	\$38.53	\$38.72	\$38.92	\$39.11	\$39.31	\$39.50	\$39.70
		9.55%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%

**OPERATOR**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
4/1/2025	\$36.84	\$37.39	\$37.95	\$38.52	\$39.10	\$39.69	\$40.28	\$40.89	\$41.50	\$42.12	\$42.96	\$43.82	\$44.70	\$45.59	\$46.51	\$47.44	\$48.39
4/1/2026-2.5 w/ me too	\$37.76	\$38.33	\$38.90	\$39.49	\$40.08	\$40.68	\$41.29	\$41.91	\$42.54	\$43.18	\$44.04	\$44.92	\$45.82	\$46.73	\$47.67	\$48.62	\$49.60
		1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	2.0%	2.0%	2.0%	2.0%	2.0%	#REF!	#REF!

**MECHANIC**

	<b>Introductory</b>	<b>6 Months</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
4/1/2022	\$34.41	\$37.69	\$37.88	\$38.07	\$38.26	\$38.45	\$38.64	\$38.84	\$39.03	\$39.23	\$39.42	\$39.62	\$39.82	\$40.02	\$40.22	\$40.42	\$40.62
4/1/2023-3.25%	\$35.52	\$38.92	\$39.11	\$39.31	\$39.50	\$39.70	\$39.90	\$40.10	\$40.30	\$40.50	\$40.70	\$40.91	\$41.11	\$41.32	\$41.52	\$41.73	\$41.94
4/1/2024- 4%	\$36.94	\$40.47	\$40.68	\$40.88	\$41.08	\$41.29	\$41.50	\$41.70	\$41.91	\$42.12	\$42.33	\$42.54	\$42.76	\$42.97	\$43.18	\$43.40	\$43.62
		9.55%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%

**MECHANIC**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
4/1/2025	\$40.47	\$41.08	\$41.69	\$42.32	\$42.95	\$43.60	\$44.25	\$44.92	\$45.59	\$46.27	\$46.97	\$47.67	\$48.39	\$49.11	\$49.85



4/1/2026-2.5 w/ me too	\$41.48	\$42.10	\$42.74	\$43.38	\$44.03	\$44.69	\$45.36	\$46.04	\$46.73	\$47.43	\$48.14	\$48.86	\$49.60	\$50.34	\$51.10
		1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%

**LEAD MECHANIC AND FOREMAN**

	<b>Introductory</b>	<b>6 Months</b>	<b>1</b>	<b>2</b>	<b>3</b>
4/1/2022			\$ 42.65	\$ 43.08	\$ 43.51
4/1/2023- 3.25%			\$ 44.04	\$ 44.48	\$ 44.92
4/1/2024- 4%			\$ 45.80	\$ 46.26	\$ 46.72
				1.00%	1.00%

**LEAD MECHANIC AND FOREMAN**

	<b>1</b>	<b>2</b>	<b>3</b>
4/1/2025	\$ 52.34	\$ 52.87	\$ 53.39
4/1/2026-2.5 w/ me too	\$ 53.65	\$ 54.19	\$ 54.73
		1.0%	1.0%

