

# TIDEWATER ENVIRONMENTAL SERVICES, INC.

## Wage Rates

July 1, 2023 - June 30, 2024

<u>Classification</u>	<u>Field Hours</u>	<u>Wages</u>	<u>Employer Contributions</u>		<u>Total Package</u>	<u>Employee Payroll Deductions</u>		
			<u>H &amp; W*</u>	<u>Pension**</u>		<u>Dues Checkoff</u>	<u>IUPAT Admin Dues</u>	<u>H&amp;W Employee Cost</u>
<b>0 - 2080</b>								
Technician I		\$ 21.63	\$ 7.80	\$ 3.02	\$ 32.45	1.80%	\$ 0.10	\$ 0.50
Technician II		\$ 22.71	\$ 7.80	\$ 3.02	\$ 33.53	1.80%	\$ 0.10	\$ 0.50
Lead Technician		\$ 23.79	\$ 7.80	\$ 3.02	\$ 34.61	1.80%	\$ 0.10	\$ 0.50
<b>2081 - 4160</b>								
Technician I		\$ 23.79	\$ 7.80	\$ 3.16	\$ 34.75	1.80%	\$ 0.10	\$ 0.50
Technician II		\$ 24.99	\$ 7.80	\$ 3.16	\$ 35.95	1.80%	\$ 0.10	\$ 0.50
Lead Technician		\$ 26.17	\$ 7.80	\$ 3.16	\$ 37.13	1.80%	\$ 0.10	\$ 0.50
<b>4161 - 6240</b>								
Technician I		\$ 26.16	\$ 7.80	\$ 3.16	\$ 37.12	1.80%	\$ 0.10	\$ 0.50
Technician II		\$ 27.47	\$ 7.80	\$ 3.16	\$ 38.43	1.80%	\$ 0.10	\$ 0.50
Lead Technician		\$ 28.78	\$ 7.80	\$ 3.16	\$ 39.74	1.80%	\$ 0.10	\$ 0.50
<b>6241+</b>								
Technician I		\$ 28.78	\$ 7.80	\$ 3.22	\$ 39.80	1.80%	\$ 0.10	\$ 0.50
Technician II		\$ 30.22	\$ 7.80	\$ 3.22	\$ 41.24	1.80%	\$ 0.10	\$ 0.50
Lead Technician		\$ 31.65	\$ 7.80	\$ 3.22	\$ 42.67	1.80%	\$ 0.10	\$ 0.50
<b>CDL Driver</b>	<b>0-500</b>							
Class A CDL		\$ 27.58	\$ 7.80	\$ 3.02	\$ 38.40	1.80%	\$ 0.10	\$ 0.50
Class B CDL		\$ 22.99	\$ 7.80	\$ 3.02	\$ 33.81	1.80%	\$ 0.10	\$ 0.50
<b>CDL Driver</b>	<b>501+</b>							
Class A CDL		\$ 30.90	\$ 7.80	\$ 3.22	\$ 41.92	1.80%	\$ 0.10	\$ 0.50
Class B CDL		\$ 25.75	\$ 7.80	\$ 3.22	\$ 36.77	1.80%	\$ 0.10	\$ 0.50

In addition to the standard hourly rates of pay listed in the current Schedule A, CDL drivers will be paid the following amounts per hour for possessing endorsements listed below and on-the-job experience (OTJ);

- Standard Transmission Endorsement - \$0.50
- Tanker Endorsement - \$0.50
- Hazmat Endorsement - \$1.25
- 12-24 months OTJ/Industry Experience - \$0.50
- 24+ month OTJ/Industry Experience - \$0.50

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