



DEVAL L. PATRICK  
Governor  
TIMOTHY P. MURRAY  
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DIVISION OF OCCUPATIONAL SAFETY



GEORGE NOEL  
Director  
LAURA M. MARLIN  
Commissioner

## Prevailing Wage Rates

As determined by the Commissioner under the provisions of the  
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

**Awarding Authority:** CITY OF SALEM

**Contract Number:** K27

**City/Town:** SALEM

**Description Of Work:** INTERSECTION RECONFIGURATION WORKS

**Job Location:** PEABODY, CONGRESS, WARD STREETS

Classification	Effective Dates and Total Rates				
(2 AXLE) DRIVER - EQUIPMENT	12/1/2008	\$42.330			
(3 AXLE) DRIVER - EQUIPMENT	12/1/2008	\$42.400			
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/1/2008	\$42.520			
ADS/SUBMERSIBLE PILOT	8/1/2008	\$97.960	8/1/2009	\$102.480	8/1/2010 \$107.410 8/1/2011 \$113.190
AIRTRACK OPERATOR	12/1/2008	\$42.500	6/1/2009	\$43.500	12/1/2009 \$44.500 6/1/2010 \$45.500
	12/1/2010	\$46.750	6/1/2011	\$47.750	12/1/2011 \$49.000
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/1/2008	\$37.750	6/1/2009	\$39.250	12/1/2009 \$40.250
ASPHALT RAKER	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009 \$44.000 6/1/2010 \$45.000
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011 \$48.500
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/1/2008	\$56.340	6/1/2009	\$57.450	12/1/2009 \$58.570 6/1/2010 \$59.820
	12/1/2010	\$61.070			
BACKHOE/FRONT-END LOADER	12/1/2008	\$56.340	6/1/2009	\$57.450	12/1/2009 \$58.570 6/1/2010 \$59.820
	12/1/2010	\$61.070			
BARCO-TYPE JUMPING TAMPER	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009 \$44.000 6/1/2010 \$45.000
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011 \$48.500
BLOCK PAVER, RAMMER / CURB SETTER	12/1/2008	\$42.500	6/1/2009	\$43.500	12/1/2009 \$44.500 6/1/2010 \$45.500
	12/1/2010	\$46.750	6/1/2011	\$47.750	12/1/2011 \$49.000
BOILERMAKER	10/1/2008	\$54.800			
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	8/1/2008	\$64.630	2/1/2009	\$65.320	8/1/2009 \$67.120 2/1/2010 \$68.010
	8/1/2010	\$69.910	2/1/2011	\$70.900	8/1/2011 \$73.000 2/1/2012 \$73.990
BULLDOZER/GRADER/SCRAPER	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009 \$58.230 6/1/2010 \$59.470
	12/1/2010	\$60.720			
CAISSON & UNDERPINNING BOTTOM MAN	12/1/2008	\$46.250	6/1/2009	\$47.250	12/1/2009 \$48.250 6/1/2010 \$49.250
	12/1/2010	\$50.500	6/1/2011	\$51.500	12/1/2011 \$52.750
CAISSON & UNDERPINNING LABORER	12/1/2008	\$45.100	6/1/2009	\$46.100	12/1/2009 \$47.100 6/1/2010 \$48.100
	12/1/2010	\$49.350	6/1/2011	\$50.350	12/1/2011 \$51.600
CAISSON & UNDERPINNING TOP MAN	12/1/2008	\$45.100	6/1/2009	\$46.100	12/1/2009 \$47.100 6/1/2010 \$48.100
	12/1/2010	\$49.350	6/1/2011	\$50.350	12/1/2011 \$51.600
CARBIDE CORE DRILL OPERATOR	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009 \$44.000 6/1/2010 \$45.000
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011 \$48.500
CARPENTER	9/1/2008	\$51.620	3/1/2009	\$52.770	
CEMENT MASONRY/PLASTERING	1/1/2009	\$63.580	2/1/2009	\$64.110	8/1/2009 \$65.510 2/1/2010 \$66.200
	8/1/2010	\$67.670	2/1/2011	\$68.440	8/1/2011 \$70.060 2/1/2012 \$70.830
CHAIN SAW OPERATOR	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009 \$44.000 6/1/2010 \$45.000
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011 \$48.500
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/1/2008	\$56.340	6/1/2009	\$57.450	12/1/2009 \$58.570 6/1/2010 \$59.820
	12/1/2010	\$61.070			
COMPRESSOR OPERATOR	12/1/2008	\$46.290	6/1/2009	\$47.110	12/1/2009 \$47.930 6/1/2010 \$48.850
	12/1/2010	\$49.780			
DELEADER (BRIDGE)	1/1/2009	\$61.210	7/1/2009	\$62.360	1/1/2010 \$63.510

**This wage schedule must be posted at the work site in accordance with M.G.L. ch. 149, sec. 27**

**Failure of the employer to pay "prevailing wage rates," which are the minimum wage rates listed above, on public works projects is a violation of M.G.L. ch. 149, sec. 27B. Employees not receiving such rates should report the violation to the Office of Fair Labor and Business Practices, 100 Cambridge Street, Boston, MA 02108; Tel: 617-727-3465.**



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### Prevailing Wage Rates

**Awarding Authority:** CITY OF SALEM  
**Contract Number:** K27 **City/Town:** SALEM  
**Description Of Work:** INTERSECTION RECONFIGURATION WORKS  
**Job Location:** PEABODY, CONGRESS, WARD STREETS

Classification	Effective Dates and Total Rates							
DEMO: ADZEMAN	12/1/2008	\$45.100	6/1/2009	\$46.100	12/1/2009	\$47.100	6/1/2010	\$48.100
	12/1/2010	\$49.350	6/1/2011	\$50.350	12/1/2011	\$51.600		
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/1/2008	\$46.100	6/1/2009	\$47.100	12/1/2009	\$48.100	6/1/2010	\$49.100
	12/1/2010	\$50.350	6/1/2011	\$51.350	12/1/2011	\$52.600		
DEMO: BURNERS	12/1/2008	\$45.850	6/1/2009	\$46.850	12/1/2009	\$47.850	6/1/2010	\$48.850
	12/1/2010	\$50.100	6/1/2011	\$51.100	12/1/2011	\$52.350		
DEMO: CONCRETE CUTTER/SAWYER	12/1/2008	\$46.100	6/1/2009	\$47.100	12/1/2009	\$48.100	6/1/2010	\$49.100
	12/1/2010	\$50.350	6/1/2011	\$51.350	12/1/2011	\$52.600		
DEMO: JACKHAMMER OPERATOR	12/1/2008	\$45.850	6/1/2009	\$46.850	12/1/2009	\$47.850	6/1/2010	\$48.850
	12/1/2010	\$50.100	6/1/2011	\$51.100	12/1/2011	\$52.350		
DEMO: WRECKING LABORER	12/1/2008	\$45.100	6/1/2009	\$46.100	12/1/2009	\$47.100	6/1/2010	\$48.100
	12/1/2010	\$49.350	6/1/2011	\$50.350	12/1/2011	\$51.600		
DIRECTIONAL DRILL MACHINE OPERATOR	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470
	12/1/2010	\$60.720						
DIVER	8/1/2008	\$72.590	8/1/2009	\$75.600	8/1/2010	\$78.890	8/1/2011	\$82.740
DIVER TENDER	8/1/2008	\$58.090	8/1/2009	\$60.240	8/1/2010	\$62.590	8/1/2011	\$65.340
DIVER TENDER (EFFLUENT)	8/1/2008	\$76.210	8/1/2009	\$79.440	8/1/2010	\$82.960	8/1/2011	\$87.090
DIVER/SLURRY (EFFLUENT)	8/1/2008	\$97.960	8/1/2009	\$102.480	8/1/2010	\$107.410	8/1/2011	\$113.190
ELECTRICIAN	9/1/2008	\$62.800	3/1/2009	\$64.040	9/1/2009	\$65.280	3/1/2010	\$66.510
	9/1/2010	\$67.750	3/1/2011	\$68.990				
ELEVATOR CONSTRUCTOR	1/1/2009	\$63.690	1/1/2010	\$65.190	1/1/2011	\$66.690	1/1/2012	\$68.190
ELEVATOR CONSTRUCTOR HELPER	1/1/2009	\$49.830	1/1/2010	\$51.330	1/1/2011	\$52.830	1/1/2012	\$54.330
FENCE & GUARD RAIL ERECTOR	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009	\$44.000	6/1/2010	\$45.000
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011	\$48.500		
FIELD ENG. - INST. PERSON (BLDG, SITE, HVY CONST)	11/1/2008	\$53.870	5/1/2009	\$54.830	11/1/2009	\$55.940	5/1/2010	\$57.040
	11/1/2010	\$58.280	5/1/2011	\$59.520				
FIELD ENG. - ROD PERSON (BLDG, SITE, HVY CONST)	11/1/2008	\$39.740	5/1/2009	\$40.310	11/1/2009	\$40.960	5/1/2010	\$41.610
	11/1/2010	\$42.340	5/1/2011	\$43.070				
FIELD ENG.-CHIEF OF PARTY (BLDG, SITE, HVY CONST)	11/1/2008	\$55.220	5/1/2009	\$56.190	11/1/2009	\$57.300	5/1/2010	\$58.410
	11/1/2010	\$59.660	5/1/2011	\$60.910				
FIRE ALARM INSTALLER	9/1/2008	\$62.800	3/1/2009	\$64.040	9/1/2009	\$65.280	3/1/2010	\$66.510
	9/1/2010	\$67.750	3/1/2011	\$68.990				
FIRE ALARM REPAIR / MAINTENANCE	9/1/2008	\$51.000	3/1/2009	\$51.920	9/1/2009	\$52.860	3/1/2010	\$53.780
	9/1/2010	\$54.700	3/1/2011	\$55.640				
FIREMAN (ASST. ENGINEER)	12/1/2008	\$50.870	6/1/2009	\$51.820	12/1/2009	\$52.780	6/1/2010	\$53.850
	12/1/2010	\$54.930						
FLAGGER & SIGNALER	12/1/2008	\$33.700	6/1/2009	\$33.700	12/1/2009	\$33.700	6/1/2010	\$34.700
	12/1/2010	\$34.700	6/1/2011	\$35.700	12/1/2011	\$35.700		
FLOORCOVERER	9/1/2008	\$57.230	3/1/2009	\$58.400				

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## Prevailing Wage Rates

**Awarding Authority:** CITY OF SALEM  
**Contract Number:** K27 **City/Town:** SALEM  
**Description Of Work:** INTERSECTION RECONFIGURATION WORKS  
**Job Location:** PEABODY, CONGRESS, WARD STREETS

Classification	Effective Dates and Total Rates							
MECH. SWEEPER OPERATOR (NON-CONSTRUCTION)	7/1/2008	\$27.300	7/1/2009	\$28.300	7/1/2010	\$29.000	7/1/2011	\$29.700
MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470
	12/1/2010	\$60.720						
MECHANICS MAINTENANCE	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470
	12/1/2010	\$60.720						
MILLWRIGHT (Zone 1)	9/1/2008	\$53.200	3/1/2009	\$54.400				
MORTAR MIXER	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009	\$44.000	6/1/2010	\$45.000
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011	\$48.500		
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	12/1/2008	\$40.480	6/1/2009	\$41.130	12/1/2009	\$41.790	6/1/2010	\$42.520
	12/1/2010	\$43.260						
OILER (TRUCK CRANES,GRADALLS)	12/1/2008	\$43.300	6/1/2009	\$44.030	12/1/2009	\$44.760	6/1/2010	\$45.590
	12/1/2010	\$46.420						
OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470
	12/1/2010	\$60.720						
PAINTER (BRIDGES/TANKS)	1/1/2009	\$61.210	7/1/2009	\$62.360	1/1/2010	\$63.510		
PAINTER (SPRAY OR SANDBLAST, NEW) *	1/1/2009	\$52.110	7/1/2009	\$53.260	1/1/2010	\$54.410		
PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2009	\$50.170	7/1/2009	\$51.320	1/1/2010	\$52.470		
PAINTER (TRAFFIC MARKINGS)	12/1/2008	\$41.750	6/1/2009	\$42.750	12/1/2009	\$43.750	6/1/2010	\$44.750
	12/1/2010	\$46.000	6/1/2011	\$47.000	12/1/2011	\$48.250		
PAINTER / TAPER (BRUSH, NEW) *	1/1/2009	\$50.710	7/1/2009	\$51.860	1/1/2010	\$53.010		
PAINTER / TAPER (BRUSH, REPAINT)	1/1/2009	\$48.770	7/1/2009	\$49.920	1/1/2010	\$51.070		
PANEL & PICKUP TRUCKS DRIVER	12/1/2008	\$42.160						
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2008	\$58.090	8/1/2009	\$60.240	8/1/2010	\$62.590	8/1/2011	\$65.340
PILE DRIVER	8/1/2008	\$58.090	8/1/2009	\$60.240	8/1/2010	\$62.590	8/1/2011	\$65.340
PIPEFITTER & STEAMFITTER	9/1/2008	\$58.400	3/1/2009	\$60.400	9/1/2009	\$62.400	3/1/2010	\$64.400
PIPELAYER	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009	\$44.000	6/1/2010	\$45.000
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011	\$48.500		
PLUMBER	3/1/2008	\$56.170						
PNEUMATIC CONTROLS (TEMP.)	9/1/2008	\$58.400	3/1/2009	\$60.400	9/1/2009	\$62.400	3/1/2010	\$64.400
PNEUMATIC DRILL/TOOL OPERATOR	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009	\$44.000	6/1/2010	\$45.000
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011	\$48.500		
POWDERMEN & BLASTER	12/1/2008	\$42.750	6/1/2009	\$43.750	12/1/2009	\$44.750	6/1/2010	\$45.750
	12/1/2010	\$47.000	6/1/2011	\$48.000	12/1/2011	\$49.250		
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/1/2008	\$56.340	6/1/2009	\$57.450	12/1/2009	\$58.570	6/1/2010	\$59.820
	12/1/2010	\$61.070						
PUMP OPERATOR (CONCRETE)	12/1/2008	\$56.340	6/1/2009	\$57.450	12/1/2009	\$58.570	6/1/2010	\$59.820
	12/1/2010	\$61.070						
PUMP OPERATOR (DEWATERING, OTHER)	12/1/2008	\$46.290	6/1/2009	\$47.110	12/1/2009	\$47.930	6/1/2010	\$48.850
	12/1/2010	\$49.780						

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**Prevailing Wage Rates**

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**Awarding Authority:** CITY OF SALEM

**Contract Number:** K27

**City/Town:** SALEM

**Description Of Work:** INTERSECTION RECONFIGURATION WORKS

**Job Location:** PEABODY, CONGRESS, WARD STREETS

Classification	Effective Dates and Total Rates								
READY-MIX CONCRETE DRIVER	5/1/2008	\$36.800	4/30/2009	\$37.100					
RECLAIMERS	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470	
	12/1/2010	\$60.720							
RESIDENTIAL WOOD FRAME CARPENTER **	9/1/2008	\$34.950							
RIDE-ON MOTORIZED BUGGY OPERATOR	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009	\$44.000	6/1/2010	\$45.000	
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011	\$48.500			
ROLLER/SPREADER/MULCHING MACHINE	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470	
	12/1/2010	\$60.720							
ROOFER (Inc. Roofer Waterproofing & Roofer Damproofg)	8/1/2008	\$52.460	2/1/2009	\$53.860					
SHEETMETAL WORKER	8/1/2008	\$60.330	2/1/2009	\$61.450	8/1/2009	\$62.700	2/1/2010	\$63.950	
SIGN ERECTOR	6/1/2008	\$35.520	6/1/2009	\$37.780					
SLATE / TILE / PRECAST CONCRETE ROOFER	8/1/2008	\$52.710	2/1/2009	\$54.110					
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/1/2008	\$42.620							
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/1/2008	\$42.910							
SPRINKLER FITTER	9/16/2008	\$65.700	3/16/2009	\$66.950	9/16/2009	\$68.450	3/16/2010	\$69.700	
STEAM BOILER OPERATOR	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470	
	12/1/2010	\$60.720							
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470	
	12/1/2010	\$60.720							
TELECOMMUNICATION TECHNICIAN	9/1/2008	\$51.000	3/1/2009	\$51.920	9/1/2009	\$52.860	3/1/2010	\$53.780	
	9/1/2010	\$54.700	3/1/2011	\$55.640					
TERRAZZO FINISHERS	8/1/2008	\$63.570	2/1/2009	\$64.260	8/1/2009	\$66.060	2/1/2010	\$66.950	
	8/1/2010	\$68.850	2/1/2011	\$69.840	8/1/2011	\$71.940	2/1/2012	\$72.930	
TEST BORING DRILLER	12/1/2008	\$46.500	6/1/2009	\$47.500	12/1/2009	\$48.500	6/1/2010	\$49.500	
	12/1/2010	\$50.750	6/1/2011	\$51.750	12/1/2011	\$53.000			
TEST BORING DRILLER HELPER	12/1/2008	\$45.220	6/1/2009	\$46.220	12/1/2009	\$47.220	6/1/2010	\$48.220	
	12/1/2010	\$49.470	6/1/2011	\$50.470	12/1/2011	\$51.720			
TEST BORING LABORER	12/1/2008	\$45.100	6/1/2009	\$46.100	12/1/2009	\$47.100	6/1/2010	\$48.100	
	12/1/2010	\$49.350	6/1/2011	\$50.350	12/1/2011	\$51.600			
TRACTORS/PORTABLE STEAM GENERATORS	12/1/2008	\$56.020	6/1/2009	\$57.130	12/1/2009	\$58.230	6/1/2010	\$59.470	
	12/1/2010	\$60.720							
TRAILERS FOR EARTH MOVING EQUIPMENT	12/1/2008	\$43.200							
TUNNEL WORK (COMP. AIR HAZ. WASTE)	12/1/2008	\$59.180	6/1/2009	\$60.430	12/1/2009	\$61.680	6/1/2010	\$62.930	
	12/1/2010	\$64.180	6/1/2011	\$65.430	12/1/2011	\$66.680			
TUNNEL WORK (COMPRESSED AIR)	12/1/2008	\$57.180	6/1/2009	\$58.430	12/1/2009	\$59.680	6/1/2010	\$60.930	
	12/1/2010	\$62.180	6/1/2011	\$63.430	12/1/2011	\$64.680			
TUNNEL WORK (FREE AIR HAZ. WASTE)	12/1/2008	\$51.250	6/1/2009	\$52.500	12/1/2009	\$53.750	6/1/2010	\$55.000	
	12/1/2010	\$56.250	6/1/2011	\$57.400	12/1/2011	\$58.750			
TUNNEL WORK (FREE AIR)	12/1/2008	\$49.250	6/1/2009	\$50.500	12/1/2009	\$51.750	6/1/2010	\$53.000	
	12/1/2010	\$54.250	6/1/2011	\$55.500	12/1/2011	\$56.750			

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**Prevailing Wage Rates**

As determined by the Commissioner under the provisions of the  
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

**Awarding Authority:** CITY OF SALEM

**Contract Number:** K27

**City/Town:** SALEM

**Description Of Work:** INTERSECTION RECONFIGURATION WORKS

**Job Location:** PEABODY, CONGRESS, WARD STREETS

Classification	Effective Dates and Total Rates								
VAC-HAUL	12/1/2008	\$42.620							
WAGON DRILL OPERATOR	12/1/2008	\$42.000	6/1/2009	\$43.000	12/1/2009	\$44.000	6/1/2010	\$45.000	
	12/1/2010	\$46.250	6/1/2011	\$47.250	12/1/2011	\$48.500			
WASTE WATER PUMP OPERATOR	12/1/2008	\$56.340	6/1/2009	\$57.450	12/1/2009	\$58.570	6/1/2010	\$59.820	
	12/1/2010	\$61.070							
WATER METER INSTALLER	3/1/2008	\$56.170							

\* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.

\*\* The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.

**This wage schedule must be posted at the work site in accordance with M.G.L. ch. 149, sec. 27**

**Failure of the employer to pay "prevailing wage rates," which are the minimum wage rates listed above, on public works projects is a violation of M.G.L. ch. 149, sec. 27B. Employees not receiving such rates should report the violation to the Office of Fair Labor and Business Practices, 100 Cambridge Street, Boston, MA 02108; Tel: 617-727-3465.**



DEVAL L. PATRICK  
Governor  
TIMOTHY P. MURRAY  
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DIVISION OF OCCUPATIONAL SAFETY



GEORGE NOEL  
Director  
LAURA M. MARLIN  
Commissioner

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Classification	Effective Dates and Total Rates			
CABLE TECHNICIAN (Power Zone)	8/31/2008	\$32.380		
CABLEMAN (Underground Ducts & Cables)	8/31/2008	\$42.160		
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	8/31/2008	\$30.320		
DRIVER / GROUNDMAN CDL	8/31/2008	\$37.490		
EQUIPMENT OPERATOR (Class A CDL)	8/31/2008	\$46.160		
EQUIPMENT OPERATOR (Class B CDL)	8/31/2008	\$39.800		
GROUNDMAN	8/31/2008	\$29.820		
GROUNDMAN -Inexperienced (<2000 Hrs.)	8/31/2008	\$25.460		
JOURNEYMAN LINEMAN	8/31/2008	\$53.830		
TELEDATA CABLE SPLICER	3/1/2007	\$27.330		
TELEDATA LINEMAN/EQUIPMENT OPERATOR	3/1/2007	\$27.330		
TELEDATA WIREMAN/INSTALLER/TECHNICIAN	3/1/2007	\$27.330		
TREE TRIMMER	1/27/2008	\$18.410	2/1/2009	\$19.010
TREE TRIMMER GROUNDMAN	1/27/2008	\$16.520	2/1/2009	\$17.060

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