

CAREER LADDER:

# Highway Maintenance Workers\*

## *How do I get in the Highway Technician series?*

How does a Highway Maintenance Worker 1 (Pay Range 5) get in the series?

- *Automatic movement into HT 1 if you have a CDL B or A w/ tanker endorsement and without air brake restriction. This is an automatic pay increase to Pay Range 6.*
- *Automatic career ladder to HT 2 (Pay Range 7) and HT 3 (Pay Range 8) upon completion of requirements*

How does a Highway Maintenance Worker 2 (Pay Range 6) get in the series?

- *Automatic movement into HT 1 (Pay Range 6) if employee has a CDL B or A w/ tanker endorsement and without air brake restriction.*
- *Automatic career ladder to HT 2 (Pay Range 7) and HT 3 (Pay Range 8) upon completion of requirements*

How does a Highway Maintenance Worker 3 (Pay Range 7) get in the series?

- *Highway Maintenance Worker 3 must successfully complete Level I training to automatically move to an HT 2 (Pay Range 7).*
- *Automatic career ladder to HT 3 (Pay Range 8) upon completion of requirements*

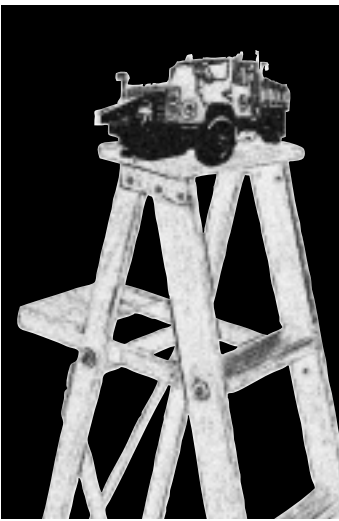
How does a Highway Maintenance Worker 4 (Pay Range 8) get in the series?

- *Highway Maintenance Worker 4 takes Level 1 and Level 2 training and successfully completes 12 months of experience to become an HT 3 (Pay Range 8).*
- *After completion of requirements within the three year period, employee receives a one-time achievement incentive of \$3000*
- *Movement to HT 4 and 5 are posted positions pursuant to Article 17*

**\* All Highway Maintenance Workers stay in current class until they complete requirements to enter the series.**

## Benefits of the agreement for Highway Maintenance Workers

- ✓ Potential for automatic Pay Range increase to Pay Range 8 through the series.
- ✓ Educational investment of \$6 million in first three years, guarantees 75 days of training.
- ✓ Opportunity to upgrade skills to a professional level.
- ✓ Large economic investment in current workforce.
- ✓ Training provided on work time.
- ✓ Employees do not have to move to the next level in the series once they have successfully entered the series.
- ✓ Highway workers who enter the HT series will still have an opportunity to perform maintenance duties.



CAREER LADDER:

# Route Marker 1 and 2 Bridge Worker 1 and 2 \*

*How do I get in the Highway Technician series?*

How does a Route Marker 1 (Pay Range 5) get in the series?

- *Automatic movement into HT 1 if you have a CDL B or A w/ tanker endorsement and without air brake restriction. This is an Automatic Pay Increase to Pay Range 6.*

How does a Bridge Worker 1 (Pay Range 7) get in the series?

- *Bridge Worker 1 must successfully complete Level 1 training to automatically move to an HT 2.*

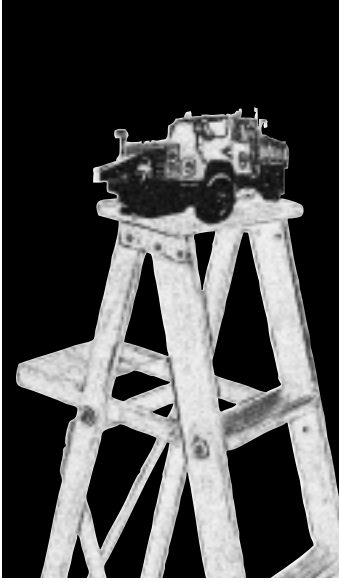
How does a Bridge Worker 2 (Pay Range 8) and a Route Marker 2 (Pay Range 8) get in the series?

- *Takes and successfully completes Level 1 and Level 2 training and successfully completes 12 months of experience to automatically move to an HT 3.*
- *After completion of requirements within the three year period, employee receives an achievement incentive of \$3000*

**\* All Route Markers and Bridge Workers stay in current class until they complete requirements to enter the series.**

## Benefits of the agreement for Route Markers and Bridge Workers

- ✓ Potential for automatic Pay Range increase to Pay Range 8 through the series.
- ✓ Educational investment of \$6 million in first three years, guarantees 75 days of training during that period
- ✓ \$7 million in new money in pay increases
- ✓ Training provided on work time
- ✓ Continued participation in training and movement through the series is not required once someone has successfully entered the series



CAREER LADDER:

# Project Inspector 1 and 2 Material Controller 1, 2 and 3\*

## *How do I get in the Highway Technician series?*

How does a Project Inspector 1 (Pay Range 26) and 2 (Pay Range 29, 30) get in the series?

- *Must have CDL B*
- *Automatic movement into HT 4 at Pay Range 9 upon successful completion of Level 1, 2 and 3 training and receiving appropriate certifications.*
- *PI experience is grandfathered or credited.*
- *Those who do not move up in Pay Range get a one-time \$3000 incentive.*

How does a Material Controller 1 (Pay Range 26) and 2 (Pay Range 27) get in the series?

- *Must have CDL B*
- *Automatic movement into HT 3 at Pay Range 8 upon successfully completing Level 1 and 2 training and receiving appropriate certifications.*
- *Prior experience up to 24 months experience is grandfathered in.*

How does a Material Controller 3 (Pay Range 29) get in the series?

- *Must have CDL B*
- *Automatic movement into HT 4 at Pay Range 9 upon successfully completing Level 1, 2 and 3 training and receiving appropriate certifications.*
- *Prior experience up to 24 months is grandfathered or credited.*

***\* All Project Inspectors and Material Controllers stay in current class until they complete requirements to enter the series.***

## Benefits of the agreement for Project Inspectors and Material Controllers

- ✓ No demotions
- ✓ No redlining
- ✓ 75 days of training on state time
- ✓ All certifications paid for by the state
- ✓ One-time \$3000 incentive for successful completion of training and obtaining certifications