

WAGE BAN POLICY

That wage bands are as follows for outside staff:

Utility Person \$20-26/hour, Grader Operator \$28-35/hour and Foreman \$30-37/hour.

When someone is hired for any of these positions their wage will be set in this range based on their experience. From there, they will have annual increases of the amount of the cost of living.

This wage band will be reviewed every 5 years.

Adopted 2019