



JCDOT Employee Wage Classification



Non-Union Rates Effective 1/1/2025
Union Rates Effective 3/18/2025

NON-UNION

POSITION	DIVISION	# OF EMPS	# OF FTE	GRADE	MIN	MAX
Administrative Assistant	Admin	1	1	G	\$22.28	\$27.87
Inventory & Fleet Maintenance Clerk	Operations	1	1	I	\$25.13	\$31.46
Engineering Technician	Engineering	2	3	J	\$26.42	\$33.01
Human Resources Specialist	Admin	1	1	K	\$29.06	\$36.33
Staff Accountant	Admin	0	0	K	\$29.06	\$36.33
Permit Agent	Engineering	1	1	K	\$29.06	\$36.33
Assistant Superintendent (County; State)	Operations	0	0	L	\$31.95	\$39.94
Project Engineer	Engineering	1	2	L	\$31.95	\$39.94
Senior Engineering Technician	Engineering	0	1	L	\$31.95	\$39.94
Safety Manager	Admin	1	1	L	\$66,456.00	\$83,075.20
Civil Engineer	Engineering	2	2	M	\$73,132.80	\$91,416.00
Senior Accountant	Admin	2	2	M	\$73,132.80	\$91,416.00
Project Manager	Engineering	1	2	N	\$76,752.00	\$95,950.40
Senior Human Resources Manager	Admin	1	1	N	\$76,752.00	\$95,950.40
Superintendent (County; State; Fleet; Inventory/Sign Shop)	Operations	5	6	N	\$76,752.00	\$95,950.40
Senior Project Manager	Engineering	1	1	O	\$82,534.40	\$103,147.20
Senior Civil Engineer	Engineering	0	2	O	\$82,534.40	\$103,147.20
Director of Operations	Operations	2	2	P	\$82,534.40	\$103,147.20
Director of Engineering/Deputy Managing Director	Engineering	1	1	R	\$104,832.00	\$131,060.80
Managing Director	Admin	1	1	S	\$115,356.80	\$144,206.40
Total Count:		24	31			

International Union of Operating Engineers Local 324

POSITION	DIVISION	# OF EMPS	# OF FTE	CLASS	HOURLY MIN	HOURLY MAX
Light Duty Operator	Operations	23	61	1	\$25.50	\$26.25
Medium Duty Operator	Operations	17		2	\$26.50	\$28.00
Heavy Duty Operator	Operations	14		3	\$28.50	\$30.75
Sign Shop Operator	Operations	2	3	4	\$27.50	\$28.25
Mechanic I	Operations	5	12	5	\$28.00	\$28.75
Mechanic II	Operations	2		6	\$30.00	\$31.50
Mechanic III	Operations	3		7	\$32.50	\$34.75
Working Foreman	Operations	4	4	8	\$31.75	\$34.00
Working Foreman - Mechanic	Operations	0	1	8a	\$34.50	\$36.75
Total Count:		70	81			

Overall FTE Total:	94	112
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