

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2018 thru 12/31/2018.

Employer: Borough of New Milford

County: Bergen

Date: 1/31/2018

Name: Christine Demiris

Print Name

Title: Administrator/Borough Clerk

*Christine Demiris*

Signature

**BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
SALARY GUIDE (APPENDIX A)**

| RANK  | EXISTING<br>12/31/2017 | PROPOSED |          |          |          |
|---|------------------------|----------|----------|----------|----------|
|   |                        | 1/1/2018 | 1/1/2019 | 1/1/2020 | 1/1/2021 |
| DPW   |                        | 2.50%    | 2.50%    | 2.50%    | 2.50%    |
| RECYCLING LABORER                                   | 40,010                 | 41,010   | 42,036   | 43,086   | 44,164   |
| LABORER 1   | 48,331                 | 49,539   | 50,778   | 52,047   | 53,348   |
| LABORER 2   | 51,915                 | 53,213   | 54,543   | 55,907   | 57,304   |
| LABORER 3   | 55,499                 | 56,886   | 58,309   | 59,766   | 61,261   |
| LABORER 4   | 59,083                 | 60,560   | 62,074   | 63,626   | 65,217   |
| LABORER 5   | 62,670                 | 64,237   | 65,843   | 67,489   | 69,176   |
| LABORER 6   | 68,140                 | 69,844   | 71,590   | 73,379   | 75,214   |
| LABORER 7   | 72,264                 | 74,071   | 75,922   | 77,820   | 79,766   |
| LABORER 8   | 76,277                 | 78,184   | 80,139   | 82,142   | 84,196   |
| PARKS/REC/SNOW 1-8 IS \$1,500 LESS THAN LABORER 1-8 |                        |          |          |          |          |
| MECHANIC 1  | 50,746                 | 52,015   | 53,315   | 54,648   | 56,014   |
| MECHANIC 2  | 54,514                 | 55,877   | 57,274   | 58,706   | 60,173   |
| MECHANIC 3  | 58,282                 | 59,739   | 61,233   | 62,763   | 64,332   |
| MECHANIC 4  | 62,050                 | 63,601   | 65,191   | 66,821   | 68,492   |
| MECHANIC 5  | 65,820                 | 67,466   | 69,152   | 70,881   | 72,653   |
| MECHANIC 6  | 71,468                 | 73,255   | 75,086   | 76,963   | 78,887   |
| MECHANIC 7  | 75,877                 | 77,774   | 79,718   | 81,711   | 83,754   |
| MECHANIC 8  | 83,069                 | 85,146   | 87,274   | 89,456   | 91,693   |
| B&G SUPERVISOR 1                                    | 52,824                 | 54,145   | 55,498   | 56,886   | 58,308   |
| B&G SUPERVISOR 2                                    | 56,592                 | 58,007   | 59,457   | 60,943   | 62,467   |
| B&G SUPERVISOR 3                                    | 60,360                 | 61,869   | 63,416   | 65,001   | 66,626   |
| B&G SUPERVISOR 4                                    | 64,128                 | 65,731   | 67,374   | 69,059   | 70,785   |
| B&G SUPERVISOR 5                                    | 67,896                 | 69,593   | 71,333   | 73,117   | 74,944   |
| B&G SUPERVISOR 6                                    | 73,546                 | 75,385   | 77,269   | 79,201   | 81,181   |
| B&G SUPERVISOR 7                                    | 77,954                 | 79,903   | 81,900   | 83,948   | 86,047   |
| B&G SUPERVISOR 8                                    | 85,148                 | 87,277   | 89,459   | 91,695   | 93,987   |
| FOREMAN   | 79,331                 | 81,314   | 83,347   | 85,431   | 87,567   |
| CREW CHIEF  | * 77,831               | 79,814   | 81,847   | 83,931   | 86,067   |
| ASST. SUPER   | 86,410                 | 88,570   | 90,785   | 93,054   | 95,380   |
| SUPERINTENDENT                                      | 109,250                | 111,981  | 114,781  | 117,650  | 120,592  |

\* - MOU signed to maintain Crew Chief Salary \$1,500 less than Foreman Salary.

BOROUGH OF NEW MILFORD  
 DPW COST ANALYSIS  
 2.5% INCREASE PER YEAR  
2017 - EXISTING

| <u>HIRE DATE</u> | <u>NAME</u>          | <u>POSITION</u>      | <u>2017 - EXISTING<br/>BASE</u> | <u>LONGEVITY %</u> | <u>LONGEVITY \$</u> | <u>COLLEGE<br/>CREDITS</u> | <u>TOTAL</u>        |
|------------------|----------------------|----------------------|---------------------------------|--------------------|---------------------|----------------------------|---------------------|
| 8/8/1994         | ADAMS, THOMAS        | MECH 8               | \$ 83,069                       | 7.00%              | \$ 5,815            |                            | \$ 88,884           |
| 12/4/2006        | BRESA, SYLEMAN       | FOREMAN+500          | 79,831                          | 4.00%              | 3,193               | 560                        | 83,584              |
| 1/16/1987        | BUDZISZEWSKI, EUGENE | LABOR 8              | 76,277                          | 8.00%              | 6,102               |                            | 82,379              |
| 11/1/1985        | CALAMARI, MICHAEL    | DPW ASST. SUPERVISER | 86,410                          | 8.00%              | 6,913               |                            | 93,323              |
| 8/1/2001         | CUOCCI, SAL          | B&G SUPERVISOR       | 85,148                          | 5.00%              | 4,257               |                            | 89,405              |
| 8/8/1994         | DEMAURO, STEPHAN     | SEWER FOREMAN        | 79,331                          | 7.00%              | 5,553               |                            | 84,884              |
| 12/15/1986       | DEVER, BRIAN         | MECH 8               | 83,069                          | 8.00%              | 6,646               |                            | 89,715              |
| 8/16/2003        | DOICK, JONOTHAN      | CREW CHIEF           | 77,831                          | 4.00%              | 3,113               |                            | 80,944              |
| 8/1/2011         | HETTINGER JR, MARK   | LABOR 8              | 76,277                          |                    | -                   | 150                        | 76,427              |
| 7/1/1981         | KRAUSE, NORMAN       | FOREMAN+1037         | 80,368                          | 8.00%              | 6,429               |                            | 86,797              |
| 8/8/1994         | LEPAGE, DARREN       | LABOR 8              | 76,277                          | 7.00%              | 5,339               |                            | 81,616              |
| 10/1/2004        | MCCARROLL, THOMAS    | RECYCLE FOREMAN      | 79,331                          | 4.00%              | 3,173               |                            | 82,504              |
| 8/15/2013        | MIELNICKI, DAVID     | LABOR 8              | 76,277                          |                    | -                   |                            | 76,277              |
| 12/4/2017        | O'GRADY, CONNER      | LABOR 1              | 48,331                          |                    | -                   |                            | 48,331              |
| 12/1/1992        | RICHTER, JOHN        | LABOR 8              | 76,277                          | 7.00%              | 5,339               |                            | 81,616              |
| 9/1/1999         | STORMER, DAVID       | LABOR 8              | 76,277                          | 5.00%              | 3,814               |                            | 80,091              |
| 12/4/2006        | STORMER, JOHN JR     | LABOR 8              | 76,277                          | 4.00%              | 3,051               |                            | 79,328              |
| 8/1/2011         | TAYLOR JR, JOSEPH    | LABOR 8              | 76,277                          | 3.00%              | 2,288               |                            | 78,565              |
| 8/1/2013         | TUCK, RYAN           | LABOR 8              | 76,277                          |                    | -                   | 1,200                      | 77,477              |
|                  |                      |                      | <u>\$ 1,469,212</u>             |                    | <u>\$ 71,027</u>    | <u>\$ 1,910</u>            | <u>\$ 1,542,149</u> |

BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
2.5% INCREASE PER YEAR  
2018

| HIRE DATE | NAME                 | POSITION             | 2018<br>BASE        | LONGEVITY % | LONGEVITY \$     | COLLEGE/<br>STIPENDS | DETECTIVE<br>ALLOWANCE | TOTAL               |
|-----------|----------------------|----------------------|---------------------|-------------|------------------|----------------------|------------------------|---------------------|
| 8/8/1994  | ADAMS, THOMAS        | MECH 8               | \$ 85,146           | 7.00%       | \$ 5,960.20      |                      |                        | \$ 91,106           |
| 12/4/2006 | BRESA, SYLEMAN       | FOREMAN+500          | 81,814              | 4.00%       | 3,273            | 560                  |                        | 85,647              |
| 1/16/1987 | BUDZISZEWSKI, EUGENE | LABOR 8              | 78,184              | 8.00%       | 6,255            |                      |                        | 84,439              |
| 11/1/1985 | CALAMARI, MICHAEL    | DPW ASST. SUPERVISER | 88,570              | 8.00%       | 7,086            |                      |                        | 95,656              |
| 8/1/2001  | CUOCCI, SAL          | LABOR 8              | 85,148              | 5.00%       | 4,257            |                      |                        | 89,405              |
| 8/8/1994  | DEMAURO, STEPHAN     | SEWER FOREMAN        | 81,314              | 7.00%       | 5,692            |                      |                        | 87,006              |
| 8/16/2003 | DOICK, JONOTHAN      | CREW CHIEF           | 79,814              | 4.00%       | 3,193            |                      |                        | 83,007              |
| 8/1/2011  | HETTINGER JR, MARK   | LABOR 8              | 78,184              | 3.00%       | 2,346            | 150                  |                        | 80,679              |
| 7/1/1981  | KRAUSE, NORMAN       | FOREMAN+1037         | 82,351              | 8.00%       | 6,588            |                      |                        | 88,939              |
| 8/8/1994  | LEPAGE, DARREN       | LABOR 8              | 78,184              | 7.00%       | 5,473            |                      |                        | 83,657              |
| 10/1/2004 | MCCARROLL, THOMAS    | RECYCLE FOREMAN      | 81,314              | 4.00%       | 3,253            |                      |                        | 84,567              |
| 8/15/2013 | MIELNICKI, DAVID     | MECH 8               | 85,146              |             | -                |                      |                        | 85,146              |
| 12/4/2017 | O'GRADY, CONNER      | LABOR 1              | 49,539              |             | -                |                      |                        | 49,539              |
| 12/4/2017 | SCHROEDER, WILLIAM   | LABOR 1              | 49,539              |             | -                |                      |                        | 49,539              |
| 9/1/1999  | STORMER, DAVID       | LABOR 8              | 78,184              | 5.00%       | 3,909            |                      |                        | 82,093              |
| 12/4/2006 | STORMER, JOHN JR     | LABOR 8              | 78,184              | 4.00%       | 3,127            |                      |                        | 81,311              |
| 8/1/2011  | TAYLOR JR, JOSEPH    | LABOR 8              | 78,184              | 3.00%       | 2,346            |                      |                        | 80,529              |
| 8/1/2013  | TUCK, RYAN           | LABOR 8              | 78,184              |             | -                | 1,200                |                        | 79,384              |
|           |                      |                      | <u>\$ 1,396,984</u> |             | <u>\$ 62,756</u> | <u>\$ 1,910</u>      | <u>\$ -</u>            | <u>\$ 1,461,650</u> |

BOROUGH OF NEW MILFORD  
 DPW COST ANALYSIS  
 2.5% INCREASE PER YEAR  
2019

| HIRE DATE | NAME                 | POSITION             | 2019<br>BASE        | LONGEVITY % | LONGEVITY \$     | COLLEGE<br>CREDITS | DETECTIVE<br>ALLOWANCE | TOTAL               |
|-----------|----------------------|----------------------|---------------------|-------------|------------------|--------------------|------------------------|---------------------|
| 8/8/1994  | ADAMS, THOMAS        | MECH 8               | \$ 87,274           | 7.00%       | \$ 6,109         |                    |                        | \$ 93,384           |
| 12/4/2006 | BRESA, SYLEMAN       | FOREMAN+500          | 83,847              | 4.00%       | 3,354            | 560                |                        | \$ 87,761           |
| 1/16/1987 | BUDZISZEWSKI, EUGENE | LABOR 8              | 80,139              | 8.00%       | 6,411            |                    |                        | \$ 86,550           |
| 11/1/1985 | CALAMARI, MICHAEL    | DPW ASST. SUPERVISEI | 90,785              | 8.00%       | 7,263            |                    |                        | \$ 98,047           |
| 8/1/2001  | CUOCCI, SAL          | LABOR 8              | 85,148              | 5.00%       | 4,257            |                    |                        | \$ 89,405           |
| 8/8/1994  | DEMAURO, STEPHAN     | SEWER FOREMAN        | 83,347              | 7.00%       | 5,834            |                    |                        | \$ 89,181           |
| 8/16/2003 | DOICK, JONOTHAN      | CREW CHIEF           | 81,847              | 4.00%       | 3,274            |                    |                        | \$ 85,121           |
| 8/1/2011  | HETTINGER JR, MARK   | LABOR 8              | 80,139              | 3.00%       | 2,404            | 150                |                        | \$ 82,693           |
| 7/1/1981  | KRAUSE, NORMAN       | FOREMAN+1037         | 84,384              | 8.00%       | 6,751            |                    |                        | \$ 91,135           |
| 8/8/1994  | LEPAGE, DARREN       | LABOR 8              | 80,139              | 7.00%       | 5,610            |                    |                        | \$ 85,748           |
| 10/1/2004 | MCCARROLL, THOMAS    | RECYCLE FOREMAN      | 83,347              | 4.00%       | 3,334            |                    |                        | \$ 86,681           |
| 8/15/2013 | MIELNICKI, DAVID     | MECH 8               | 87,274              | 3.00%       | 2,618            |                    |                        | \$ 89,893           |
| 12/4/2017 | O'GRADY, CONNER      | LABOR 2              | 54,543              |             | -                |                    |                        | \$ 54,543           |
| 12/4/2017 | SCHROEDER, WILLIAM   | LABOR 2              | 54,543              |             | -                |                    |                        | \$ 54,543           |
| 9/1/1999  | STORMER, DAVID       | LABOR 8              | 80,139              | 5.00%       | 4,007            |                    |                        | \$ 84,145           |
| 12/4/2006 | STORMER, JOHN JR     | LABOR 8              | 80,139              | 4.00%       | 3,206            |                    |                        | \$ 83,344           |
| 8/1/2011  | TAYLOR JR, JOSEPH    | LABOR 8              | 80,139              | 3.00%       | 2,404            |                    |                        | \$ 82,543           |
| 8/1/2013  | TUCK, RYAN           | LABOR 8              | 80,139              | 3.00%       | 2,404            | 1,200              |                        | \$ 83,743           |
|           |                      |                      | <u>\$ 1,437,310</u> |             | <u>\$ 69,240</u> | <u>\$ 1,910</u>    | <u>\$ -</u>            | <u>\$ 1,508,460</u> |

BOROUGH OF NEW MILFORD  
 DPW COST ANALYSIS  
 2.5% INCREASE PER YEAR  
2020

| HIRE DATE | NAME                 | POSITION             | 2020<br>BASE        | LONGEVITY % | LONGEVITY \$     | COLLEGE<br>CREDITS | TOTAL               |
|-----------|----------------------|----------------------|---------------------|-------------|------------------|--------------------|---------------------|
| 8/8/1994  | ADAMS, THOMAS        | MECH 8               | \$ 89,456           | 7.00%       | \$ 6,261.94      |                    | \$ 95,718           |
| 12/4/2006 | BRESA, SYLEMAN       | FOREMAN+500          | 85,931              | 4.00%       | 3,437            | 560                | 89,928              |
| 1/16/1987 | BUDZISZEWSKI, EUGENE | LABOR 8              | 82,142              | 8.00%       | 6,571            |                    | 88,713              |
| 11/1/1985 | CALAMARI, MICHAEL    | DPW ASST. SUPERVISER | 93,054              | 8.00%       | 7,444            |                    | 100,498             |
| 8/1/2001  | CUOCCI, SAL          | LABOR 8              | 85,148              | 5.00%       | 4,257            |                    | 89,405              |
| 8/8/1994  | DEMAURO, STEPHAN     | SEWER FOREMAN        | 85,431              | 7.00%       | 5,980            |                    | 91,411              |
| 8/16/2003 | DOICK, JONOTHAN      | CREW CHIEF           | 83,931              | 4.00%       | 3,357            |                    | 87,288              |
| 8/1/2011  | HETTINGER JR, MARK   | LABOR 8              | 82,142              | 3.00%       | 2,464            | 150                | 84,756              |
| 7/1/1981  | KRAUSE, NORMAN       | FOREMAN+1037         | 86,468              | 8.00%       | 6,917            |                    | 93,385              |
| 8/8/1994  | LEPAGE, DARREN       | LABOR 8              | 82,142              | 7.00%       | 5,750            |                    | 87,892              |
| 10/1/2004 | MCCARROLL, THOMAS    | RECYCLE FOREMAN      | 85,431              | 4.00%       | 3,417            |                    | 88,848              |
| 8/15/2013 | MIELNICKI, DAVID     | MECH 8               | 89,456              | 3.00%       | 2,684            |                    | 92,140              |
| 12/4/2017 | O'GRADY, CONNER      | LABOR 3              | 59,766              |             | -                |                    | 59,766              |
| 12/4/2017 | SCHROEDER, WILLIAM   | LABOR 3              | 59,766              |             | -                |                    | 59,766              |
| 9/1/1999  | STORMER, DAVID       | LABOR 8              | 82,142              | 5.00%       | 4,107            |                    | 86,249              |
| 12/4/2006 | STORMER, JOHN JR     | LABOR 8              | 82,142              | 4.00%       | 3,286            |                    | 85,428              |
| 8/1/2011  | TAYLOR JR, JOSEPH    | LABOR 8              | 82,142              | 3.00%       | 2,464            |                    | 84,606              |
| 8/1/2013  | TUCK, RYAN           | LABOR 8              | 82,142              | 3.00%       | 2,464            | 1,200              | 85,806              |
|           |                      |                      | <u>\$ 1,478,832</u> |             | <u>\$ 70,863</u> | <u>\$ 1,910</u>    | <u>\$ 1,551,606</u> |

BOROUGH OF NEW MILFORD  
 DPW COST ANALYSIS  
 2.5% INCREASE PER YEAR  
2021

| HIRE DATE | NAME                 | POSITION             | 2021                |  | LONGEVITY % | LONGEVITY \$     | COLLEGE CREDITS | TOTAL               |
|-----------|----------------------|----------------------|---------------------|--|-------------|------------------|-----------------|---------------------|
|           |                      |                      | BASE                |  |             |                  |                 |                     |
| 8/8/1994  | ADAMS, THOMAS        | MECH 8               | \$ 91,693           |  | 7.00%       | \$ 6,418.48      |                 | \$ 98,111           |
| 12/4/2006 | BRESA, SYLEMAN       | FOREMAN+500          | 88,067              |  | 4.00%       | 3,523            | 560             | 92,149              |
| 1/16/1987 | BUDZISZEWSKI, EUGENE | LABOR 8              | 84,196              |  | 8.00%       | 6,736            |                 | 90,931              |
| 11/1/1985 | CALAMARI, MICHAEL    | DPW ASST. SUPERVISER | 95,380              |  | 8.00%       | 7,630            |                 | 103,011             |
| 8/1/2001  | CUOCCI, SAL          | LABOR 8              | 85,148              |  | 5.00%       | 4,257            |                 | 89,405              |
| 8/8/1994  | DEMAURO, STEPHAN     | SEWER FOREMAN        | 87,567              |  | 7.00%       | 6,130            |                 | 93,696              |
| 8/16/2003 | DOICK, JONOTHAN      | CREW CHIEF           | 86,067              |  | 4.00%       | 3,443            |                 | 89,510              |
| 8/1/2011  | HETTINGER JR, MARK   | LABOR 8              | 84,196              |  | 3.00%       | 2,526            | 150             | 86,871              |
| 7/1/1981  | KRAUSE, NORMAN       | FOREMAN+1037         | 88,604              |  | 8.00%       | 7,088            |                 | 95,692              |
| 8/8/1994  | LEPAGE, DARREN       | LABOR 8              | 84,196              |  | 7.00%       | 5,894            |                 | 90,089              |
| 10/1/2004 | MCCARROLL, THOMAS    | RECYCLE FOREMAN      | 87,567              |  | 4.00%       | 3,503            |                 | 91,069              |
| 8/15/2013 | MIELNICKI, DAVID     | MECH 8               | 91,693              |  | 3.00%       | 2,751            |                 | 94,443              |
| 12/4/2017 | O'GRADY, CONNER      | LABOR 4              | 65,217              |  |             | -                |                 | 65,217              |
| 12/4/2017 | SCHROEDER, WILLIAM   | LABOR 4              | 65,217              |  |             | -                |                 | 65,217              |
| 9/1/1999  | STORMER, DAVID       | LABOR 8              | 84,196              |  | 5.00%       | 4,210            |                 | 88,405              |
| 12/4/2006 | STORMER, JOHN JR     | LABOR 8              | 84,196              |  | 4.00%       | 3,368            |                 | 87,563              |
| 8/1/2011  | TAYLOR JR, JOSEPH    | LABOR 8              | 84,196              |  | 3.00%       | 2,526            |                 | 86,721              |
| 8/1/2013  | TUCK, RYAN           | LABOR 8              | 84,196              |  | 3.00%       | 2,526            | 1,200           | 87,921              |
|           |                      |                      | <u>\$ 1,521,586</u> |  |             | <u>\$ 72,528</u> | <u>\$ 1,910</u> | <u>\$ 1,596,024</u> |

**BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
ANNUAL COST  
SUMMARY SCHEDULE**

**INCREASES FOR DEPARTMENT OF PUBLIC WORKS**  
**2018 - 2.5%, 2019 - 2.5%, 2020 - 2.5%, 2021 - 2.5%**

| DPW                        | EXISTING<br>12/31/2017 | PROPOSED  |           |           |           |                               |
|----------------------------|------------------------|-----------|-----------|-----------|-----------|-------------------------------|
|                            |                        | 2018      | 2019      | 2020      | 2021      |                               |
|                            |                        | 2.50%     | 2.50%     | 2.50%     | 2.50%     |                               |
|                            |                        | 0.00%     | 0.00%     | 0.00%     | 0.00%     |                               |
| BASE SALARY PRIOR TO RAISE | 1,469,212              | 1,363,889 | 1,396,984 | 1,437,310 | 1,478,832 |                               |
| STEP INCREASES             |                        |           | 5,004     | 5,223     | 5,451     |                               |
| PAY RAISES - GUIDE         |                        | 33,095    | 35,322    | 36,299    | 37,303    |                               |
| SUBTOTAL - BASE SALARY     | 1,469,212              | 1,396,984 | 1,437,310 | 1,478,832 | 1,521,586 |                               |
| LONGEVITY                  | 71,027                 | 62,756    | 69,240    | 70,863    | 72,528    |                               |
| COLLEGE CREDITS            | 1,910                  | 1,910     | 1,910     | 1,910     | 1,910     |                               |
| SUBTOTAL                   | 1,542,149              | 1,461,650 | 1,508,460 | 1,551,606 | 1,596,024 |                               |
| ANNUAL \$ INCREASE         |                        | (80,499)  | 46,810    | 43,146    | 44,418    | <b>Total</b><br><b>53,874</b> |
| ANNUAL % INCREASE          |                        | -5.51%    | 3.10%     | 2.78%     | 2.78%     | <b>3.16%</b>                  |



**BOROUGH OF NEW MILFORD  
DPW COST ANALYSIS  
SCATTERGRAM**

| <u>RANK</u>   | <u>EXISTING<br/>12/31/2017</u> | <u>1/1/2018</u> | <u>1/1/2019</u> | <u>1/1/2020</u> | <u>1/1/2021</u> |
|---|--------------------------------|-----------------|-----------------|-----------------|-----------------|
| RECYCLING LABOROR   |                                |                 |                 |                 |                 |
| LABORER 1   | 1                              | 2               |                 |                 |                 |
| LABORER 2   |                                |                 | 2               |                 |                 |
| LABORER 3   |                                |                 |                 | 2               |                 |
| LABORER 4   |                                |                 |                 |                 | 2               |
| LABORER 5   |                                |                 |                 |                 |                 |
| LABORER 6   |                                |                 |                 |                 |                 |
| LABORER 7   |                                |                 |                 |                 |                 |
| LABORER 8   | 9                              | 8               | 8               | 8               | 8               |
| PARKS/REC/SNOW 1-8 IS<br>\$1,500 LESS THAN<br>LABORER 1-8 |                                |                 |                 |                 |                 |
| MECHANIC 1  |                                |                 |                 |                 |                 |
| MECHANIC 2  |                                |                 |                 |                 |                 |
| MECHANIC 3  |                                |                 |                 |                 |                 |
| MECHANIC 4  |                                |                 |                 |                 |                 |
| MECHANIC 5  |                                |                 |                 |                 |                 |
| MECHANIC 6  |                                |                 |                 |                 |                 |
| MECHANIC 7  |                                |                 |                 |                 |                 |
| MECHANIC 8  | 2                              | 2               | 2               | 2               | 2               |
| B&G SUPERVISOR 1  |                                |                 |                 |                 |                 |
| B&G SUPERVISOR 2  |                                |                 |                 |                 |                 |
| B&G SUPERVISOR 3  |                                |                 |                 |                 |                 |
| B&G SUPERVISOR 4  |                                |                 |                 |                 |                 |
| B&G SUPERVISOR 5  |                                |                 |                 |                 |                 |
| B&G SUPERVISOR 6  |                                |                 |                 |                 |                 |
| B&G SUPERVISOR 7  |                                |                 |                 |                 |                 |
| B&G SUPERVISOR 8  | 1                              |                 |                 |                 |                 |
| FOREMAN   | 4                              | 4               | 4               | 4               | 4               |
| CREW CHIEF  | 1                              | 1               | 1               | 1               | 1               |
| ASST. SUPER   | 1                              | 1               | 1               | 1               | 1               |
|   | <u>19</u>                      | <u>18</u>       | <u>18</u>       | <u>18</u>       | <u>18</u>       |