

Sauk Rapids HOURLY WAGE GUIDELINES

SENIORITY	SKILL LEVEL 1 11/19/2017	SKILL LEVEL 2 11/19/2017	SKILL LEVEL 3 11/19/2017	SKILL LEVEL 4 11/19/2017	SKILL LEVEL 5 11/19/2017
Pay scale for 2016					
START WAGE	\$ 10.40	\$ 11.90	\$ 12.90	\$ 14.40	\$ 16.40
6 MONTH	\$ 10.90	\$ 12.40	\$ 13.40	\$ 15.40	\$ 17.40
1 YEAR	\$ 11.15	\$ 12.65	\$ 13.65	\$ 15.90	\$ 17.90
18 MONTH	\$ 11.40	\$ 12.90	\$ 13.90	\$ 16.40	\$ 18.40
2 YEAR	\$ 11.50	\$ 13.00	\$ 14.00	\$ 16.90	\$ 18.90
Maximum Base Rate	\$ 12.50	\$ 14.50	\$ 15.50	\$ 17.50	\$ 19.00
JOB DESC.	Entry Level	Machine Operators	Grinders	Leads Packout Lead \$2.00 Premium	Asst Supervisor
	General Level	Sanitation	Support Shipping Quality Tec's		
			Support \$0.25 premium If one Packout Lead then Packout Support \$1.00 premium		

NOTE: Base Rate is without shift premium: \$.50 for 2nd shift and \$1.50 for 3rd shift

CMG production employees will all start at \$10.40
 CMG Sanitation employees will start at \$11.90

At the three month review, CMG employees that are machine operators and grinders may receive a rate adjustment to the starting wage for their skill level

BIH Management may make merit increases at any point
 CMG employees will receive the following shift differentials:

- 3rd shift: \$1.50
- 2nd shift \$0.50 for grinders, machine operators & Support