

## 2020 CRMCA Position/Wage Chart

*Utilize this chart to gather info prior to online submission via the online form*

POSITIONS	PAY RATES		<i>*note hourly versus salary</i>			Total Number of Employees	
	Minimum Rate		Max Rate		Average Rate		
CONCRETE DELIVERY PROFESSIONAL (Drivers)	\$	Hourly	\$	Hourly	\$	Hourly	
OPERATIONS MANAGER (More than one plant)	\$	Salary	\$	Salary	\$	Salary	
AREA MANAGER	\$	Salary	\$	Salary	\$	Salary	
PLANT MANAGER (1 PLANT)	\$	Salary	\$	Salary	\$	Salary	
CONCRETE PLANT BATCH OPERATORS	\$	Hourly	\$	Hourly	\$	Hourly	
DISPATCHER	\$	Hourly	\$	Hourly	\$	Hourly	
LOADER OPERATORS	\$	Hourly	\$	Hourly	\$	Hourly	
FLEET & HEAVY EQUIPMENT MANAGER	\$	Salary	\$	Salary	\$	Salary	
FLEET & HEAVY EQUIPMENT MECHANICS	\$	Hourly	\$	Hourly	\$	Hourly	
PLANT MAINTENANCE MANAGER	\$	Salary	\$	Salary	\$	Salary	
PLANT MAINTENANCE MECHANIC	\$	Hourly	\$	Hourly	\$	Hourly	
QUALITY CONTROL MANAGER	\$	Salary	\$	Salary	\$	Salary	
QUALITY CONTROL TECHNICIAN	\$	Hourly	\$	Hourly	\$	Hourly	
SALES MANAGER	\$	Salary	\$	Salary	\$	Salary	
SALES REPRESENTATIVE	\$	Salary	\$	Salary	\$	Salary	
SAFETY & ENVIRONMENTAL MANAGER	\$	Salary	\$	Salary	\$	Salary	
HUMAN RESOURCES MANAGER	\$	Salary	\$	Salary	\$	Salary	
CONTROLLER	\$	Salary	\$	Salary	\$	Salary	
RECEPTIONIST/ADMINISTRATIVE ASSISTANT	\$	Hourly	\$	Hourly	\$	Hourly	

## **POSITION DESCRIPTIONS**

### **CONCRETE DELIVERY PROFESSIONAL (Drivers)**

\* Deliver concrete to customers, conduct pre- and post-trip inspections, meet with customers on the jobsite, comply with government regulations, etc.

### **OPERATIONS MANAGER (More than one plant)**

\* Manages daily operation of area including plants, personnel, raw materials, QA & equipment. Reports to Area Manager.

### **AREA MANAGER**

\* Manage area including sales, customer service, QA, operations, personnel, raw materials, equipment & bookkeeping.

### **PLANT MANAGER (1 PLANT)**

\* Manage the batch plant including personnel, inventory, serving customers, maintenance, etc. Reports to Operations Manager or Area Manager.

### **CONCRETE PLANT BATCH OPERATORS**

\* Maintain material inventory, receive customer orders, deliver products, communicate with customers, promote safety & environmental compliance and maintain paperwork for processing.

### **DISPATCHER**

\* Receive from and deliver to the customer the order of products.

### **LOADER OPERATORS**

\* Operate a front-end loader to ensure materials piles and bins are stocked, plant site is maintained, and pre-trips are performed.

### **FLEET & HEAVY EQUIPMENT MANAGER**

\* Performs repairs and periodic maintenance on all heavy equipment including mixer trucks, loader operators, tankers, dump trucks, etc.

### **FLEET & HEAVY EQUIPMENT MECHANICS**

\* Performs repairs and periodic maintenance on all heavy equipment including mixer trucks, loader operators, tankers, dump trucks, etc.

### **PLANT MAINTENANCE MANAGER**

\* Ensure machinery, concrete plants, grounds and other plant related machinery are in proper working order by directing plant maintenance personnel.

#### PLANT MAINTENANCE MECHANIC

\* Ensure machinery, concrete plants, grounds and other plant related machinery are in proper working order through repairs and periodic maintenance.

#### QUALITY CONTROL MANAGER

\* Manage the QA program including employees, procedures, mix designs and customer intervention.

#### QUALITY CONTROL TECHNICIAN

\* Evaluates projects, prepares submittal packages, test concrete to ensure quality standards, and communicates with customers.

#### SALES MANAGER

\* Manage the market by directing Sales Reps. efforts, visiting customers, reporting business activity and training customers and employees.

#### SALES REPRESENTATIVE

\* Promotion and sale of concrete and other products to customers in the market assigned.

#### SAFETY & ENVIRONMENTAL MANAGER

\* Monitors compliance of safety, environmental & DOT regulations and company policies. Reports results, recommends improvements and trains employees accordingly.

#### HUMAN RESOURCES MANAGER

#### CONTROLLER

\* Maintains accounting records including fixed assets, prepare government and internal reports, support bookkeepers, financial statement closeout, working with auditors, etc.

#### RECEPTIONIST/ADMINISTRATIVE ASSISTANT

\* Answers the telephone, greets customers, vendors, and others, and handles all mail. Assists other employees on various tasks as needed.