

2021 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 & Plan Descriptions for reference only

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.

Types of Incentive / Award Plans - Descriptions

Long-term Incentive	This refers to an incentive plan with a performance or service based vesting period of <u>more than one year</u> .	
Sales Incentive	Indicate if this position is eligible for a sales incentive program, either sales bonus or commissions. Do not include eligibility for annual incentives or any other award that is not based on completed sales transactions in this field.	
Profit Sharing Plan	Indicate if this position is eligible for a profit sharing plan, either cash payouts or deferred (Y/N). Profit sharing plans should be based on corporate performance with a pre-determined payout formula for all eligible employees. Payout amounts are governed strictly by corporate performance metrics and are not adjusted for individual contributions.	
Safety	A plan related to safety having components such as lost time accidents, near misses, safety training, etc.	
Productivity	A plan related to production volume.	
Combination Safety, Productivity, and Other	A plan with multiple components which <u>may</u> include safety, productivity, and/or other items,	
Load Award	A plan with multiple components which <u>may</u> include safety, productivity, and/or other items,	
Referral Award	A plan paying employees for referring applicants if they are hired.	
Service Award	A plan paying employees for meeting service milestones.	