



June 1st, 2024 - Pay Scale

Tech Ops Scale

Aircraft Maintenance Technician (AMT) & Related

Step	Hourly Base Rate Effective 4/1/2023	New Hourly Base Rate Effective 6/1/2024
Start	\$25.60	\$26.88
After 6 months	\$29.73	\$31.22
After 1 year	\$30.45	\$31.97
After 1 ½ years	\$33.17	\$34.83
After 2 years	\$33.61	\$35.29
After 2 ½ years	\$34.03	\$35.73
After 3 years	\$34.66	\$36.39
After 3 ½ years	\$36.50	\$38.33
After 4 ½ years	\$39.93	\$41.93
After 5 ½ years	\$41.84	\$43.93
After 6 ½ years	\$51.02	\$53.57

In addition to Hourly Base Rate, employees may also receive license premiums based on qualifications. To calculate your hourly pay, identify your appropriate step on the base rate scale and apply the applicable shift premium for second and third shift hours and the applicable premiums based on your position and qualifications as indicated on the chart below.

- Maximum of 2 license premiums (see chart below) will be paid for each FAA Airframe, FAA Power Plant, or FCC Radio-Telephone 2nd class or higher license where required.
- FCC Radio-Telephone 2nd class or higher license will only be paid in departments where required.
- Shift Differential: \$0.52 second shift, \$0.59 third shift

Position Requirement	Quals	1 License Premium \$4.00/Hour	2 License Premium \$8.00/Hour	Skill Premium \$6.00/Hour	Line Premium \$3.00/Hour
Line	2 licenses		X		X
Hangar and Shop	2 licenses		X		
Shop - 1 license	1 license	X			
Welder, Machinist. Avionics-shop, AMSCT- SP, Painter-SP	Skilled			X	

June 1st, 2024 - Pay Scale

Tech Ops Scale

AMPT, AMSCT, SET & Cabin Maintenance Painter

Step	Hourly Base Rate Effective 4/1/2023	New Hourly Base Rate Effective 6/1/2024
Start	\$25.60	\$26.88
After 6 months	\$29.73	\$31.22
After 1 year	\$30.45	\$31.97
After 1 ½ years	\$33.17	\$34.83
After 2 years	\$33.61	\$35.29
After 2 ½ years	\$34.03	\$35.73
After 3 years	\$34.66	\$36.39
After 3 ½ years	\$36.50	\$38.33
After 4 ½ years	\$39.93	\$41.93
After 5 ½ years	\$41.84	\$43.93
After 6 ½ years	\$51.02	\$53.57

- In addition to Hourly Base Rate, employees may also receive license premiums based on qualifications. To calculate your hourly rate, identify your appropriate step on the base rate scale and apply the applicable shift premium for second and third shift hours and the applicable premiums based on your position and qualifications as indicated on the chart below.
 - Maximum of 2 license premiums (see chart below) will be paid for each FAA Airframe, FAA Power Plant, or FCC Radio-Telephone 2nd class or higher license where required.
 - FCC Radio-Telephone 2nd class or higher license will only be paid in departments where required.
 - Shift Differential: \$0.52 second shift, \$ 0.59 third shift

Position Requirement	Qualifications	1 License Premium \$4.00/ Hour	2 License Premium \$8.00/ Hour	Skill Premium \$6.00/ Hour
Welder, Machinist. Avionics-shop, AMSCT-SP (424)	Skilled			X



June 1st, 2024 - Pay Scale

Tech Ops Scale

Aircraft Maintenance Technician (AMT) & Related

Lead AMT, Inspector & Related Leads

Position	New Hourly Base Rate Effective 6/1/2024	1 License Premium \$4.00/HR	2 License Premium \$8.00/HR	Skill Prem \$6.00/HR	Line Premium \$3.00/HR	Radiographer Premium \$0.75/HR	Hourly Lead Agent Override **	New TOTAL Hourly Base Rate Effective 6/1/2024
Lead AMT 1 Inspector – 1 License Hangar, Shop & Receiving Inspector 1 – Power Plant	\$53.57	X					\$3.45	\$61.02
Inspector 1 -Radiographer NDT	\$53.57	X				X	\$3.50	\$61.82
Lead AMT Skill – Machinist/Avionics	\$53.57			X			\$3.57	\$63.14
Inspector – 2 License Lead AMT 2 Hangar/Shop	\$53.57		X				\$3.69	\$65.26
Insp 2 –Radiographer NDT	\$53.57		X			X	\$3.74	\$66.06
Inspector 2 - Preflight Lead AMT 2 – Line	\$53.57		X		X		\$3.87	\$68.44
Inspector 2 Preflight Radiographer NDT	\$53.57		X		X	X	\$3.92	\$69.24

**** 6% of hourly base rate + applicable license premiums**

Employees may receive other premiums based on qualifications. In addition to Hourly Base Rate + Hourly Lead override, employees may be eligible for the premiums outlined in the below chart above based on the following parameters:

- Maximum of two license premiums (see chart above) will be paid for each FAA Airframe, FAA Power Plant, or FCC Radio-Telephone 2nd class or higher license where required.
- FCC Radio-Telephone 2nd class or higher license will only be paid in departments where required.
- Shift Differential: \$0.52 second shift, \$ 0.59 third shift

June 1st, 2024 - Pay Scale

Tech Ops Scale

Lead Inspectors

Position	New Hourly Base Rate Effective 6/1/2024	1 License Premium Effective \$4.00/Hour	2 License Premium Effective \$8.00/hour	Radiographer Premium Effective \$0.75/ Hour	Line or Preflight Premium Effective \$3.00/Hour	Hourly Lead Override **	New TOTAL Hourly Pay Rate Effective 6/1/2024
Lead Inspector – 2 License	\$53.57		X			\$7.39	\$68.96
Lead Inspector 2 Radiographer	\$53.57		X	X		\$7.48	\$69.80
Lead Inspector 2 - Preflight Lead Inspector 2 - Line	\$53.57		X		X	\$7.75	\$72.32
Lead Insp 2 Radiographer PF	\$53.57		X	X	X	\$7.84	\$73.16

****12% of hourly base rate + applicable license premiums**

Employees may receive other premiums based on qualifications. In addition to Hourly Base Rate + Hourly Lead override, employees may be eligible for the premiums outlined in the below chart based on the following parameters:

- Maximum of two license premiums (see chart above) will be paid for each FAA Airframe, FAA Power Plant, or FCC Radio-Telephone 2nd class or higher license where required.
- FCC Radio-Telephone 2nd class or higher license will only be paid in departments where required.
- Shift Differential: \$0.52 second shift, \$ 0.59 third shift



June 1st, 2024 - Pay Scales

Tech Ops Scales

Maintenance Utility Employee 1 (MUE 1) Production Control Processor

Step	Hourly Base Rate Effective	New Hourly Base Rate Effective
	4/1/2023	6/1/2024
Start	\$16.55	\$19.00
After 6 months	\$17.25	\$19.20
After 1 year	\$18.04	\$19.40
After 2 years	\$19.64	\$22.24
After 3 years	\$21.18	\$22.62
After 4 years	\$22.29	\$23.40
After 5 years	\$23.05	\$24.20
After 6 years	\$23.89	\$25.08
After 7 years	\$25.26	\$26.52
After 8 years	\$26.59	\$27.92
After 8 ½ years	\$32.36	\$33.98

Lead Maintenance Utility Employee 1

Step	Hourly Base Rate Effective 4/1/2023	Hourly Lead Premium	Hourly Total Pay Rate Effective 4/1/2023	New Hourly Base Rate Effective 6/1/2024	Hourly Lead Premium	New Hourly Total Pay Rate Effective 6/1/2024
Start	\$32.36	\$1.75	\$34.11	\$33.98	\$1.75	\$35.73

Shift Differential: \$0.52 second shift; \$0.59 third shift



June 1st, 2024 Pay Scale
Tech Ops Scale

**Production Control Auditor, Tool Room Attendant,
 Surface Preparation Technician**

Step	Hourly Rate Effective 4/1/2023	New Hourly Rate Effective 6/1/2024
Start	\$19.57	\$20.55
After 6 months	\$19.73	\$20.72
After 1 year	\$20.34	\$21.36
After 1 ½ years	\$20.83	\$21.87
After 2 years	\$21.90	\$23.00
After 2 ½ years	\$22.53	\$23.66
After 3 years	\$24.18	\$25.39
After 3 ½ years	\$24.79	\$26.03
After 4 years	\$26.01	\$27.31
After 4 ½ years	\$27.09	\$28.44
After 5 years	\$29.18	\$30.64
After 5 ½ years	\$29.82	\$31.31
After 6 years	\$31.56	\$33.14
After 6 ½ years	\$32.35	\$33.97
After 7 ½ years	\$33.05	\$34.70
After 8 ½ years	\$38.25	\$40.16

**Lead Production Control Auditor and Lead Tool Room
 Lead Surface Preparation Technician**

Step	Hourly Base Rate Effective 4/1/2023	Hourly Lead Override	Hourly Total Pay Rate Effective 4/01/2023	New Hourly Base Rate Effective 6/1/2024	Hourly Lead Override	Hourly Total Pay Rate Effective 6/1/2024
Start	\$38.25	\$1.75	\$40.00	\$40.16	\$1.75	\$41.91

Central Tool Room Attendant

Step	Hourly Base Rate Effective 4/1/2023	Hourly Lead Override	Hourly Total Pay Rate Effective 4/01/2023	Hourly Base Rate Effective 6/1/2024	Hourly Lead Override	Hourly Total Pay Rate Effective 6/1/2024
Start	\$38.25	\$1.00	\$39.25	\$40.16	\$1.00	\$41.16

Shift Differential: \$0.52 second shift; \$0.59 third shift

June 1st, 2024 - Pay Scale

Tech Ops Scale

Supply Attendant

Step	Hourly Base Rate Effective	New Hourly Base Rate Effective
	4/1/2023	6/1/2024
Start	\$18.36	\$21.00
After 6 months	\$18.52	\$21.25
After 1 year	\$19.09	\$21.90
After 1 ½ years	\$19.55	\$22.24
After 2 years	\$20.56	\$22.82
After 2 ½ years	\$21.16	\$23.01
After 3 years	\$22.70	\$23.84
After 3 ½ years	\$23.27	\$24.43
After 4 years	\$24.41	\$25.63
After 4 ½ years	\$25.43	\$26.70
After 5 years	\$27.41	\$28.78
After 5 ½ years	\$27.98	\$29.38
After 6 years	\$29.63	\$31.11
After 6 ½ years	\$30.36	\$31.88
After 7 ½ years	\$31.04	\$32.59
After 8 ½ years	\$35.92	\$37.72

Lead Supply Attendant

Logistics Attendant

Step	Hourly Base Pay Effective 4/1/2023	Hourly Lead Override	Total Pay Rate Effective 4/1/2023	New Hourly Base Pay Effective 6/1/2024	Hourly Lead Override	New Total Pay Rate Effective 6/1/2024
Start	\$35.92	\$1.75	\$37.67	\$37.72	\$1.75	\$39.47

Shift Differential: \$0.52 second shift; \$0.59 third shift

June 1st 2024 - Pay Scale

Tech Ops Scale

Supply Attendant - DGAA

Step	Hourly Rate Effective	Hourly DG Override Effective	Total Hourly Rate Effective	New Hourly Rate Effective	Hourly DG Override Effective	New Total Hourly Rate Effective
	4/1/2023	4/1/2023	4/1/2023	6/1/2024	6/1/2024	6/1/2024
Start	\$18.36	\$1.00	\$19.36	\$21.00	\$1.00	\$22.00
After 6 months	\$18.52	\$1.00	\$19.52	\$21.25	\$1.00	\$22.25
After 1 year	\$19.09	\$1.00	\$20.09	\$21.90	\$1.00	\$22.90
After 1 ½ years	\$19.55	\$1.00	\$20.55	\$22.24	\$1.00	\$23.24
After 2 years	\$20.56	\$1.00	\$21.56	\$22.82	\$1.00	\$23.82
After 2 ½ years	\$21.16	\$1.00	\$22.16	\$23.01	\$1.00	\$24.01
After 3 years	\$22.70	\$1.00	\$23.70	\$23.84	\$1.00	\$24.84
After 3 ½ years	\$23.27	\$1.00	\$24.27	\$24.43	\$1.00	\$25.43
After 4 years	\$24.41	\$1.00	\$25.41	\$25.63	\$1.00	\$26.63
After 4 ½ years	\$25.43	\$1.00	\$26.43	\$26.70	\$1.00	\$27.70
After 5 years	\$27.41	\$1.00	\$28.41	\$28.78	\$1.00	\$29.78
After 5 ½ years	\$27.98	\$1.00	\$28.98	\$29.38	\$1.00	\$30.38
After 6 years	\$29.63	\$1.00	\$30.63	\$31.11	\$1.00	\$32.11
After 6 ½ years	\$30.36	\$1.00	\$31.36	\$31.88	\$1.00	\$32.88
After 7 ½ years	\$31.04	\$1.00	\$32.04	\$32.59	\$1.00	\$33.59
After 8 ½ years	\$35.92	\$1.00	\$36.92	\$37.72	\$1.00	\$38.72

Lead Supply Attendant – DGAA Logistics Attendant - DGAA

Step	Hourly Base Rate Effective	Hourly DG Override	Hourly Lead Premium	Hourly Total Pay Rate Effective	New Hourly Base Rate Effective	Hourly DG Override	Hourly Lead Premium	New Hourly Total Pay Rate Effective
	4/1/2023			4/1/2023	6/1/2024			6/1/2024
Start	\$35.92	\$1.00	\$1.75	\$38.67	\$37.72	\$1.00	\$1.75	\$40.47

Shift Differential: \$0.52 second shift; \$0.59 third shift



June 1st, 2024 - Pay Scale

Tech Ops Scale

Metallurgical Lab Technician I

Step	Hourly Base Rate Effective	New Hourly Base Rate Effective
	4/1/2023	6/1/2024
Start	\$21.17	\$22.23
After 6 months	\$21.80	\$22.89
After 1 year	\$22.80	\$23.94
After 2 years	\$23.70	\$24.89
After 3 years	\$24.65	\$25.88
After 4 years	\$26.12	\$27.43
After 5 years	\$27.70	\$29.09
After 6 years	\$29.36	\$30.83
After 7 years	\$31.11	\$32.67

Metallurgical Lab Technician II

Step	Hourly Base Rate Effective	License Premium *	Total Hourly Pay Rate Effective	New Hourly Base Rate Effective	License Premium Effective	New Total Hourly Pay Rate Effective
	4/1/2023	4/1/2023	4/1/2023	6/1/2024	6/1/2024	6/1/2024
Start	\$21.17	\$4.00	\$25.17	\$22.23	\$4.00	\$26.23
After 6 months	\$21.80	\$4.00	\$25.80	\$22.89	\$4.00	\$26.89
After 1 year	\$22.80	\$4.00	\$26.80	\$23.94	\$4.00	\$27.94
After 2 years	\$23.70	\$4.00	\$27.70	\$24.89	\$4.00	\$28.89
After 3 years	\$24.65	\$4.00	\$28.65	\$25.88	\$4.00	\$29.88
After 4 years	\$26.12	\$4.00	\$30.12	\$27.43	\$4.00	\$31.43
After 5 years	\$27.70	\$4.00	\$31.70	\$29.09	\$4.00	\$33.09
After 6 years	\$29.36	\$4.00	\$33.36	\$30.83	\$4.00	\$34.83
After 7 years	\$31.11	\$4.00	\$35.11	\$32.67	\$4.00	\$36.67

*Premium equivalent to **One License**

June 1st, 2024 - Pay Scale

Tech Ops Scale

Lead Metallurgical Lab Technician

Step	Hourly Base Rate Effective 4/1/2023	License Premium* Effective 4/1/2023	Lead Premium Effective 4/1/2023	Hourly Total Pay Rate Effective 4/1/2023	Hourly Base Rate Effective 6/1/2024	License Premium* Effective 6/1/2024	Lead Premium Effective 6/1/2024	New Hourly Total Pay Rate Effective 6/1/2024
Start	\$31.11	\$4.00	\$1.75	\$36.86	\$32.67	\$4.00	\$1.75	\$38.42

*Premium equivalent to **One License**

June 1st, 2024 - Pay Scales

Tech Ops Scales

Aircraft Support Mechanic

Step	Hourly Base Rate Effective	New Hourly Base Rate Effective
	4/1/2023	6/1/2024
Start	\$24.49	\$25.71
After 6 months	\$25.49	\$26.78
After 1 year	\$26.50	\$27.83
After 2 years	\$27.50	\$28.88
After 3 years	\$28.39	\$29.81
After 4 years	\$30.87	\$32.41
After 4 ½ years	\$36.68	\$38.51
After 5 ½ years	\$38.25	\$40.16

Shift Differential: \$0.52 second shift; \$0.59 third shift