



May 1, 2022 - Pay Scale

Tech Ops Scale

Aircraft Maintenance Technician (AMT) & Related

Step	Hourly Base Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022
Start	\$23.44	\$24.38
After 6 months	\$27.22	\$28.31
After 1 year	\$27.88	\$29.00
After 1-1/2 years	\$30.37	\$31.59
After 2 years	\$30.78	\$32.01
After 2-1/2 years	\$31.16	\$32.41
After 3 years	-	\$33.01
After 3 ½ years	\$31.74	\$34.76
After 4 ½ years	\$33.42	\$38.03
After 5 ½ years	\$36.56	\$39.85
After 6 ½ years	\$38.31	\$48.59
After 7 ½ years	\$46.72	

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	

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Tech Ops Scale

Aircraft Maintenance Technician (AMT) & Related

Lead AMT, Inspector & Related Leads

Position	Hourly Base Rate Effective 10/1/2019	Hourly Lead Override **	Hourly Base Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022	New Hourly Lead Override **	New Hourly Base Rate Effective 5/1/2022
Inspector – 1 Lic Inspector – Power Plant	\$46.72	\$2.95	\$49.67	\$48.59	\$3.16	\$51.75
Inspector 1 - Radiographer NDT	\$46.72	\$3.00	\$49.72	\$48.59	\$3.20	\$51.79
Lead Skill – Machinist/Avionics	\$46.72	\$3.03	\$49.75	\$48.59	\$3.28	\$51.87
Inspector – 2 Lic Lead AMT 2	\$46.72	\$3.10	\$49.82	\$48.59	\$3.40	\$51.99
Insp 2 –Radiographer NDT	\$46.72	\$3.15	\$49.87	\$48.59	\$3.44	\$52.03
Insp 2 - Preflight Lead AMT 2 – Line	\$46.72	\$3.15	\$49.87	\$48.59	\$3.58	\$52.17
Inspector 2 Preflight Radiographer NDT	\$46.72	\$3.19	\$49.91	\$48.59	\$3.62	\$52.21

** 6% of hourly base rate including applicable license premium

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 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	Hourly Base Rate + Lead Override Effective 10/1/2019	New Hourly Base + Lead Override Effective 05/01/2022	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/Hour
Inspector 1 License Hangar, Shop, Receiving & Power Plant	\$49.67	\$51.75	X				
Inspector 1 - Radiographer NDT	\$49.72	\$51.79	X				X
Lead Skill -Avionics Shop, Machinist	\$49.75	\$51.87			X		
Lead AMT 2 Hangar/Shop, Inspector 2 Lic.	\$49.82	\$51.99		X			
Inspector 2 Radiographer NDT	\$49.87	\$52.03		X			X
Lead AMT 2 Line Inspector 2 Preflight	\$49.87	\$52.17		X		X	
Inspector 2 – Preflight Radiographer NDT	\$49.91	\$52.21		X		X	X

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Lead Inspector

Position	Hourly Base Rate Effective 10/1/2019	Hourly Lead Override Effective 10/1/2019**	Hourly Total Pay Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022	New Hourly Lead Override **	New Hourly Total Pay Rate Effective 5/1/2022
Lead Inspector – 2 Lic	\$46.72	\$4.14	\$50.86	\$48.59	\$6.79	\$55.38
Lead Insp 2 Radiographer	\$46.72	\$4.20	\$50.92	\$48.59	\$7.15	\$55.74
Lead Inspector 2 - Preflight	\$46.72	\$4.20	\$50.92	\$48.59	\$7.15	\$55.74
Lead Insp 2 Radiographer PF	\$46.72	\$4.26	\$50.98	\$48.59	\$7.24	\$55.83

**12% of hourly base rate including applicable license premium

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 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	1 License Premium Effective – 5/1/22 \$4.00/Hr	2 License Premium Effective 5/1/22 \$8.00/Hr	Radiographer Premium Effective 5/1/22 \$0.75/ Hr	Line or Preflight Premium Effective 5/1/22 \$3.00/Hr
Lead Inspector 2 Lic		X		
Lead Inspector 2 Preflight		X		X
Lead Inspector 2 Radiographer		X	X	
Lead Inspector 2 Radiographer Preflight		X	X	X

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Tech Ops Scale

AMPT, AMSCT, SET & Cabin Maintenance Painter

Step	Hourly Base Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022
Start	\$23.44	\$24.38
After 6 months	\$27.22	\$28.31
After 1 year	\$27.88	\$29.00
After 1 ½ years	\$30.37	\$31.59
After 2 years	\$30.78	\$32.01
After 2 ½ years	\$31.16	\$32.41
After 3 years	-	\$33.01
After 3 ½ years	\$31.74	\$34.76
After 4 ½ years	\$33.42	\$38.03
After 5 ½ years	\$36.56	\$39.85
After 6 ½ years	\$38.31	\$48.59
After 7 ½ years	\$46.72	

- 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

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Tech Ops Scale

Lead AMT, Inspector & Related Leads

Position	Hourly Base Rate Effective 10/1/2019	New Hourly Lead Override **	Hourly Base Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022	New Hourly Lead Override**	New Hourly Rate Effective 05/01/2022
Inspector – 1 Lic Inspector – Power Plant	\$46.72	\$2.95	\$49.67	\$48.59	\$3.16	\$51.75
Inspector 1 - Radiographer NDT	\$46.72	\$3.00	\$49.72	\$48.59	\$3.20	\$51.79
Lead Skill – Machinist/Avionics	\$46.72	\$3.03	\$49.75	\$48.59	\$3.28	\$51.87
Inspector – 2 Lic Lead AMT 2	\$46.72	\$3.10	\$49.82	\$48.59	\$3.40	\$51.99
Insp 2 Radiographer NDT	\$46.72	\$3.15	\$49.87	\$48.59	\$3.44	\$52.03
Lead AMT 2 – Line Inspector 2 – Preflight	\$46.72	\$3.15	\$49.87	\$48.59	\$3.58	\$52.17
Radiographer – Preflight	\$46.72	\$3.19	\$49.91	\$48.59	\$3.62	\$52.21

** 6% of hourly base rate including applicable license premium

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 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	Hourly Base Rate + Lead Override Effective 10/1/2019	New Hourly Base Rate + Lead Override Effective 5/1/2022	1 License Premium \$4.00/Hour	2 License Premium \$8.00/Hr	Skill Premium \$6.00/Hour	Line Premium 3.00/Hour	Radiographer Premium \$0.75/Hour
Inspector 1 License Hangar, Shop, Receiving & Power Plant	\$49.67	\$51.75	X				
Inspector 1 - Radiographer NDT	\$49.72	\$51.79	X				X
Lead Skill -Avionics Shop, Machinist	\$49.75	\$51.87			X		
Lead AMT 2 Hangar/Shop, Inspector 2 Lic	\$49.82	\$51.99		X			
Inspector 2 Radiographer NDT	\$49.87	\$52.03		X			X
Lead AMT 2 Line Inspector 2 Preflight	\$49.87	\$52.17		X		X	
Inspector 2 – Preflight Radiographer NDT	\$49.91	\$52.21		X		X	X

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Lead Inspector

Position	Hourly Base Rate Effective 10/1/2019	New Hourly Lead Override ** 10/1/19	Hourly Total Pay Rate Effective 10/1/2019	New Hourly Base Rate Effective 05/01/2022	New Hourly Lead Override 05/01/2022**	New Hourly Pay Rate Effective 05/01/2022
Lead Inspector – 2 Lic	\$46.72	\$4.14	\$50.86	\$48.59	\$6.79	\$55.38
Lead Insp 2 Radiographer Lead Inspector 2 - Preflight	\$46.72	\$4.20	\$50.92	\$48.59	\$7.15	\$55.74
Lead Insp 2 Radiographer PF	\$46.72	\$4.26	\$50.98	\$48.59	\$7.24	\$55.83

** 12% of hourly base rate including 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 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	1 License Premium \$4.00/Hour	2 License Premium \$8.00/Hour	Radiographer Premium \$0.75/Hour	Line or Preflight Premium \$3.00/Hour
Lead Inspector 2 Lic		X		
Lead Inspector 2 Preflight		X		X
Lead Inspector 2 Radiographer		X	X	
Lead Inspector 2 Radiographer Preflight		X	X	X



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

Step	Hourly Rate Effective 10/1/2019	New Hourly Rate Effective 5/1/2022
Start	\$17.92	\$18.64
After 6 months	\$18.06	\$18.79
After 1 year	\$18.62	\$19.37
After 1 ½ years	\$19.07	\$19.84
After 2 years	\$20.05	\$20.86
After 2 ½ years	\$20.63	\$21.46
After 3 years	\$22.14	\$23.03
After 3 ½ years	\$22.70	\$23.61
After 4 years	\$23.81	\$24.77
After 4 ½ years	\$24.80	\$25.80
After 5 years	\$26.72	\$27.79
After 5 ½ years	\$27.30	\$28.40
After 6 years	\$28.90	\$30.06
After 6 ½ years	\$29.62	\$30.81
After 7 ½ years	\$30.27	\$31.48
After 8 ½ years	\$35.03	\$36.43

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

Step	Hourly Base Rate Effective 10/1/2019	Hourly Lead Override	Hourly Total Pay Rate Effective 10/1/2019	Hourly Base Rate Effective 5/1/2022	Hourly Lead Override	Hourly Total Pay Rate Effective 05/01/2022
Start	\$35.03	\$1.75	\$36.78	\$36.43	\$1.75	\$38.18

Central Tool Room Attendant

Step	New Hourly Base Rate Effective 10/1/2019	Hourly Lead Override	New Hourly Total Pay Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022	Hourly Lead Override	New Hourly Total Pay Rate Effective 5/1/2022
Start	\$35.03	\$1.00	\$36.03	\$36.43	\$1.00	\$37.43



May 2022 Pay Scales

Tech Ops Scales

**Maintenance Utility Employee
Stores Utility Employee
Aircraft Interior Cleaner**

Step	Hourly Base Rate Effective 10/1/2019	New Hourly Base Rate Effective 05/01/2022
Start	\$13.11	\$15.00
After 6 months	\$13.95	\$15.32
After 1 year	\$14.69	\$15.92
After 2 years	\$15.41	\$16.23
After 3 years	\$16.09	\$17.35
After 4 years	\$17.50	\$18.20
After 5 years	\$19.03	\$19.79
After 6 years	\$19.60	\$20.38
After 7 years	\$20.75	\$21.58
After 8 years	\$21.88	\$22.76
After 8 ½ years	\$27.74	\$28.85

Lead Stores Utility Employee and Lead Maintenance Utility Employee

Step	Hourly Base Rate Effective 10/1/2019	Hourly Lead Premium	Hourly Total Pay Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022	Hourly Lead Premium	New Hourly Total Pay Rate Effective 5/1/2022
Start	\$27.74	\$1.75	\$29.49	\$28.85	\$1.75	\$30.60

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

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Maintenance Utility Employee 1 (MUE 1) Production Control Processor

Step	Hourly Base Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022
Start	\$14.77	\$15.76
After 6 months	\$15.79	\$16.43
After 1 year	\$16.52	\$17.18
After 2 years	\$17.98	\$18.70
After 3 years	\$19.39	\$20.17
After 4 years	\$20.41	\$21.23
After 5 years	\$21.10	\$21.95
After 6 years	\$21.87	\$22.75
After 7 years	\$23.13	\$24.06
After 8 years	\$24.34	\$25.32
After 8 ½ years	\$29.63	\$30.82

Lead Maintenance Utility Employee 1

Step	Hourly Base Rate Effective 10/1/2019	Hourly Lead Premium	Hourly Total Pay Rate Effective 10/1/19	New Hourly Base Rate Effective 5/1/2022	Hourly Lead Premium	New Hourly Total Pay Rate Effective 5/1/2022
Start	\$29.63	\$1.75	\$31.38	\$30.82	\$1.75	\$32.57

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

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Aircraft Support Mechanic

Step	New Hourly Base Rate Effective 10/1/2019	New Hourly Base Rate Effective 5/1/2022
Start	\$19.38	\$23.32
After 6 months	\$19.91	\$24.28
After 1 year	\$20.87	\$25.24
After 2 years	\$22.38	\$26.19
After 3 years	\$23.83	\$27.04
After 4 years	\$25.44	\$29.40
After 4 ½ years	\$33.59	\$34.93
After 5 ½ years	\$34.25	\$36.43

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

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Supply Attendant

Step	Hourly Rate Effective 10/1/2019	Hourly Rate Effective 5/1/2022
Start	\$16.81	\$17.49
After 6 months	\$16.96	\$17.64
After 1 year	\$17.48	\$18.18
After 1 ½ years	\$17.90	\$18.62
After 2 years	\$18.82	\$19.58
After 2 ½ years	\$19.37	\$20.15
After 3 years	\$20.78	\$21.62
After 3 ½ years	\$21.30	\$22.16
After 4 years	\$22.35	\$23.25
After 4 ½ years	\$23.28	\$24.22
After 5 years	\$25.09	\$26.10
After 5 ½ years	\$25.62	\$26.65
After 6 years	\$27.13	\$28.22
After 6 ½ years	\$27.79	\$28.91
After 7 ½ years	\$28.42	\$29.56
After 8 ½ years	\$32.89	\$34.21

Lead Supply Attendant

Step	Hourly Total Pay Rate Effective 10/1/2018	Hourly Total Pay Rate Effective 10/1/2019	New Hourly Base Pay Effective 5/1/2022	Hourly Lead Override	New Total Pay Rate Effective 5/1/2022
Start	\$33.37	\$34.64	\$34.21	\$1.75	\$35.96

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



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Tech Ops Scale

Metallurgical Lab Technician I

Step	Hourly Rate Effective 5/1/2019	New Hourly Rate Effective 5/1/2022
Start	\$19.38	\$20.16
After 6 months	\$19.96	\$20.76
After 1 year	\$20.87	\$21.71
After 2 years	21.70	\$22.57
After 3 years	22.57	\$23.48
After 4 years	23.92	\$24.88
After 5 years	25.36	\$26.38
After 6 years	26.88	\$27.96
After 7 years	\$28.49	\$29.63

Metallurgical Lab Technician II

Step	Hourly Base Rate Effective 5/1/2019	Hourly Base Rate Effective 10/1/2019	Skill Premium	Hourly Total Rate Effective 10/1/2019	Hourly Base Rate Effective 5/1/2022	Skill Premium 5/1/2022	New Hourly Total Rate Effective 5/1/2022
Start	\$18.63	\$19.38	\$2.50	\$21.88	\$20.16	\$4.00	\$24.16
After 6 months	\$19.19	\$19.96	\$2.50	\$22.46	\$20.76	\$4.00	\$24.76
After 1 year	\$20.06	\$20.87	\$2.50	\$23.37	\$21.71	\$4.00	\$25.71
After 2 years	\$20.86	\$21.70	\$2.50	\$24.20	\$22.57	\$4.00	\$26.57
After 3 years	\$21.70	\$22.57	\$2.50	\$25.07	\$23.48	\$4.00	\$27.48
After 4 years	\$23.00	\$23.92	\$2.50	\$26.42	\$24.88	\$4.00	\$28.88
After 5 years	\$24.38	\$25.36	\$2.50	\$27.86	\$26.38	\$4.00	\$30.38
After 6 years	\$25.84	\$26.88	\$2.50	\$29.38	\$27.96	\$4.00	\$31.96
After 7 years	\$27.39	\$28.49	\$2.50	\$30.99	\$29.63	\$4.00	\$33.63

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Lead Metallurgical Lab Technician

Step	Hourly Base Rate Effective 10/1/2019	Lead Premium Effective 10/1/2019	Skill Premium Effective 10/1/2019	Hourly Total Pay Rate Effective 10/1/2019	Hourly Base Rate Effective 5/1/2022	Lead Premium Effective 5/1/2022	Skill Premium Effective 5/1/2022	Hourly Total Pay Rate Effective 5/1/2022
Start	\$28.49	\$1.75	\$2.50	\$32.74	\$29.63	\$1.75	\$4.00	\$35.38