

EXHIBIT A

**Hidalgo County Pct. 1
Hourly Wage by Title
Labor Costs 2017**

Job Title	Hourly Rate
Crew Leader II	23.00
Crew Leader I	18.00
Heavy Equipment Operator I	13.65
Heavy Equipment Operator I	13.65
Heavy Equipment Operator II	14.03
Heavy Equipment Operator II	14.03
Heavy Equipment Operator III	16.71
Heavy Equipment Operator III	16.71
Truck Driver	15.28
Truck Driver	15.28
Truck Driver	15.28
Truck Driver	15.28
Truck Driver	15.28
Truck Driver	15.28