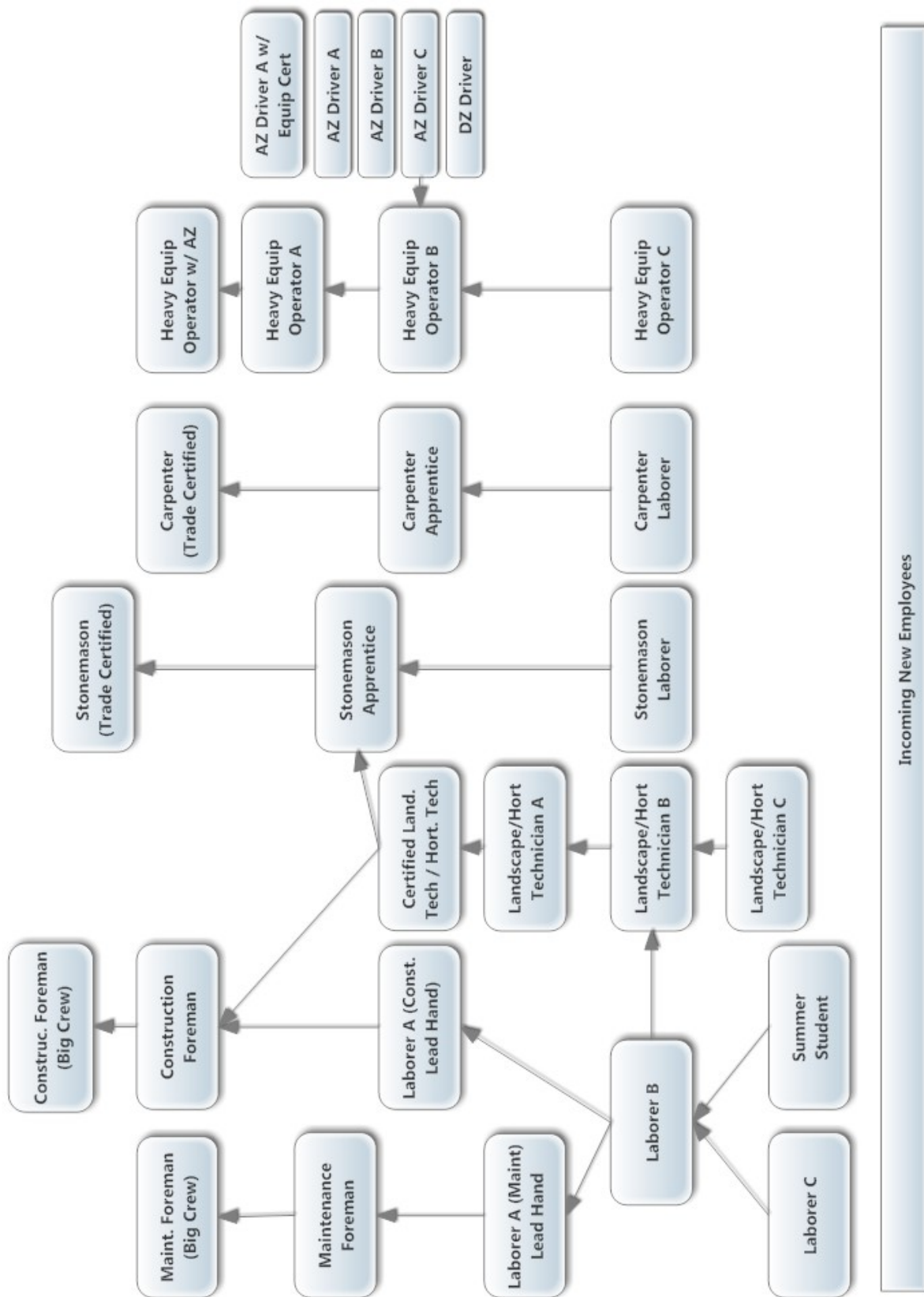


Company Wage + Opportunity Program

* Wages listed below are for sample purposes only and may not reflect competitive rates in your region.

Job Title	Level	Hourly Wage
General Labourer/Summer Student	C	\$14.00/hour
	B	\$16.00/hour
General Labourer Construction – Lead Hand	A	\$20.00/hour
Grounds Maintenance Laborer – Lead Hand	A	\$18.00/hour
Construction Foreman (less than 5 crew members)		\$25.00/hour
Maintenance Foreman (less than 5 crew members)		\$22.00/hour
Crew Foreman Premium (for crews of over 5 staff only) <i>only applies to permanent positions – this rate is not adjusted or applied on a day-by-day basis</i>	Premium over trade rate:	Maint: \$2.00/hour Const: \$5.00/hour
Landscape Technician Apprentice	C	\$15.00/hour
	B	\$16.00/hour
	A	\$18.00/hour
Certified Landscape Technician	A (w/ Cert)	\$20.00/hour
Landscape Horticulturalist	C	\$15.00/hour
	B	\$16.00/hour
	A	\$18.00/hour
Certified Landscape Horticulturalist	A (w/ Cert)	\$20.00/hour
Heavy Equipment Operator	C	\$16.00/hour
	B	\$20.00/hour
	A	\$23.00/hour
Heavy Equipment Operator w/ AZ License	A/ w/AZ Lic	\$25.00/hour
Stonemason – Laborer		\$16.00/hour
Stonemason - Apprentice		\$22.00/hour
Stonemason – Trade Certified/Red Seal		\$27.00/hour
Carpenter Laborer		\$16.00/hour
Carpenter Apprentice		\$20.00/hour
Carpenter – Trade Certified/Red Seal		\$25.00/hour
DZ Driver		\$19.00/hour
AZ Driver	C	\$20.00/hour
	B	\$21.00/hour
	A	\$22.00/hour
AZ Driver w/ Heavy Equipment Operator Certification	A (w/ Cert)	\$23.00/hour
Tree Spade Driver		\$24.00/hour
Blower Truck Driver	B	\$25.00/hour
	A	\$26.00/hour

Developed by Landscape Management Network for Landscape Management Magazine.
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Advancement Opportunity Criteria

The criteria described below are a guideline for staff and management to communicate a vision of mutual success and advancement for both the individual and the company. Fulfillment of the criteria below does not, by itself, guarantee any employee immediate advancement or promotion. All final decisions on employee advancement are at the sole discretion of company management.

Position	B Level Requirements	A Level Requirements
General Laborer	<ul style="list-style-type: none"> Completed probation period (3 months) Completed 12 required LMN online safety courses Demonstrates basic ability to read/interpret blueprints Satisfactory attendance record Has basic set of personal tools specific to role/work performed (where applicable) Demonstrates compliance with OSHA, and company health and safety rules + policies 	All B Level Criteria plus: <ul style="list-style-type: none"> At least 1 calendar year experience in our company Certified First Aid Complete 5 'productivity'-type LMN training courses Demonstrates ability to work unsupervised Intermediate read/interpret blueprints Achieved a rating of Exceeds Requirements in at least 8/12 performance review criteria Achieved/completed no less than 3/5 performance goals set during performance review [Construction only] Completed equipment certification course (skid steer/excavator/loader)
Lead Hand (Construction)	All General Laborer A level criteria plus <ul style="list-style-type: none"> Maintains a valid driver's license in good standing Demonstrates ability to lead others + small projects Demonstrates very good communication skills and habits (both spoken and written) Demonstrates advanced ability to read/interpret blueprints Passed Site Layout course Has completed all required LMN online training courses Achieved an Exceptional rating in at least 8/12 performance review criteria and no ratings below Meets Requirements Can operate a smart device for the purpose of phone, email, photos, and navigation of TBG timetracking and TBG Hub Demonstrated awareness + habits enforcing company health and safety policies, including the OSHA duties of a supervisor 	
Lead Hand (Maintenance)	All General Laborer A level criteria plus <ul style="list-style-type: none"> Maintains a valid driver's license in good standing Demonstrates ability to lead others + small projects Demonstrates very good communication skills and habits (both spoken and written) Achieved an Exceptional rating in at least 8/12 performance review criteria and no ratings below Meets Requirements Demonstrates abilities and habit to maintain grounds maintenance tools + equipment Has completed all required LMN online training courses Can operate a smart device for the purpose of phone, email, photos, 	

	and navigation of TBG timetracking and TBG Hub • Demonstrated awareness + habits enforcing company health and safety policies, including the OSHA duties of a supervisor	
Position	B Level Requirements	A Level Requirements
Construction Foreman	All Lead Hand (Construction) level criteria plus <ul style="list-style-type: none"> • At least 6 months to 1 year experience working for our company • Maintains a valid AZ license in good standing • Ability to lead/direct others • Ability to independently complete jobs on time and on budget • Ability to install work according to specifications and company methodology + quality standards • Ability to submit all paperwork (either on paper or electronically) according to required timelines (daily, in most cases) and with complete and proper information 	
Grounds Maintenance Foreman	All Lead Hand (Construction) level criteria plus <ul style="list-style-type: none"> • At least 6 months to 1 year experience working for our company • Ability to lead/direct others • Ability to independently complete jobs on time and on budget • Ability to install work according to specifications and company methodology + quality standards • Ability to submit all paperwork (either on paper or electronically) according to required timelines (daily, in most cases) and with complete and proper information 	
Landscape Tech Apprentice	Enrolled in Landscape Tech education program plus <ul style="list-style-type: none"> • All Level B Laborer criteria • Demonstrates basic plant identification skills • Read + interpret softscape planting plans • Can stake + install trees • Can perform basic conversions, material calculations and installation math • Read + interpret basic hardscape installation plans • Basic irrigation and lighting installation plan reading • Competency operating + maintaining basic construction tools + equipment (where applicable) • Competency operating + maintaining all grounds maintenance equipment (where applicable) • Competent pruning skills 	All B Level Criteria plus: <ul style="list-style-type: none"> • All Level A Laborer criteria • Demonstrates advanced plant identification skills • Read + interpret difficult hardscape installation plans • Read + interpret grading + drainage plans • Can operate surveying + grading tools + equipment • Can perform advanced conversions, material calculations and installation match • Passed Chainsaw certification course • Advanced irrigation and lighting installation plan reading • Skilled at operating + maintaining basic construction tools + equipment (where applicable)
Certified Landscape Technician	All Level A Criteria plus: <ul style="list-style-type: none"> • Holds a valid CLT certification 	

Position	B Level Requirements	A Level Requirements
Landscape Horticulturalist	Enrolled in Landscape Hort Tech Education Program plus: <ul style="list-style-type: none"> • All Level B Laborer criteria • Intermediate plant identification skills • Intermediate turf management awareness + skills • Can perform basic conversions, material calculations and installation math • Read + interpret basic hardscape installation plans • Competency operating + maintaining all grounds maintenance equipment (where applicable) • Competency operating + maintaining basic installation tools + equipment (where applicable) • Competent pruning skills 	All Level A Criteria plus: <ul style="list-style-type: none"> • All Level A Laborer criteria • Advanced plant identification skills • Advanced turf management awareness + skills • Can perform all necessary conversions, material calculations + math • Can read + interpret advanced hardscape installation plans • Competency operating + maintaining all standard installation tools + equipment • Advanced pruning skills • Can read + interpret intermediate irrigation plans • Basic plant propagation skills • Basic plant production skills • Read + interpret grading + drainage plans • Can operate surveying + grading tools + equipment
Certified Landscape Horticulturalist	All Level A Criteria plus: <ul style="list-style-type: none"> • Holds a valid CLT certification 	
Heavy Equipment Operator	<ul style="list-style-type: none"> • Completed probation period (3 months) • Completed 12 required LMN online safety courses • Adept at operating excavators, skid steers, + loaders/backhoes • Demonstrated knowledge of operating manuals and all preventative maintenance requirements • Demonstrates ability to read/interpret intermediate blueprints • Independently completes + submits accurate daily paperwork within required timelines • Satisfactory attendance record • Completed equipment certification course (skid steer/excavator/loader) • Ability to operate laser levels + set grades unsupervised 	All B Level Criteria plus: <ul style="list-style-type: none"> • At least 1 calendar year experience in our company • Possesses a valid Heavy Equipment Operator Certification • Certified First Aid • Complete 5 'productivity'-type LMN training courses • Ability to read/interpret blueprints + grading plans and execute unsupervised • Achieved a rating of Exceeds Requirements in at least 8/12 performance review criteria • Achieved/completed no less than 3/5 performance goals set during performance review • Can operate a smart device for the purpose of phone, email, photos, and navigation of TBG timetracking and TBG Hub
Heavy Equipment Operator w/ AZ	All Level A Criteria plus: <ul style="list-style-type: none"> • Holds a AZ driver's license in good standing 	

Position	Apprentice Requirements	Certified Requirements
Stonemason	Enrolled in Stonemason Apprenticeship Program plus: <ul style="list-style-type: none"> • All Level B Laborer criteria • Knowledge of selection, use, + maintenance of trade-specific hand + power tools • Read + interpret basic hardscape installation plans • Perform intermediate conversions, material calculations + installation math • Perform basic site/construction layout • Perform intermediate grouting, mortaring, cleaning + assembly of masonry work • Completed LMN's Quick Cut Saw Training course (or comparable) 	All Construction Foreman and Stonemason Apprentice Criteria plus: <ul style="list-style-type: none"> • Possess a valid Stonemason Red Seal Certification • Ability to complete advanced masonry projects to quality + time standards unsupervised • Demonstrated knowledge of appropriate engineering, building + safety codes
Carpenter	Enrolled in Carpenter Apprenticeship Program plus: <ul style="list-style-type: none"> • All Level B Laborer criteria • Knowledge of selection, use, + maintenance of trade-specific hand + power tools • Read + interpret basic construction plans • Perform intermediate conversions, material calculations + installation math • Perform basic site/construction layout • Completed at least 1 electrical safety course • Completed LMN's power tool training course (or comparable) 	All Construction Foreman and Carpenter Apprentice Criteria plus: <ul style="list-style-type: none"> • Possess a valid Carpentry Red Seal Certification • Ability to complete advanced carpentry projects to quality + time standards unsupervised • Demonstrated knowledge of appropriate engineering, building + safety codes
Class B (DZ) Driver	Possesses + maintains a valid Class B (DZ) License in good standing plus: <ul style="list-style-type: none"> • Completed probation period (3 months) • Completed 12 required LMN online safety courses • Satisfactory attendance record • Demonstrated compliance of OHSA, and company health and safety rules + policies 	

Position	B Level Requirements	A Level Requirements
Class A (AZ) Driver	<ul style="list-style-type: none"> • Completed probation period (3 months) • Completed 12 required LMN online safety courses • Ability to independently load + offload some equipment types including compact + medium-sized equipment types • Demonstrated knowledge of operating manuals and all preventative maintenance requirements • Independently completes + submits accurate daily paperwork within required timelines • Satisfactory attendance record • Demonstrates compliance with OHSA, and company health and safety rules + policies 	All B Level Criteria plus: <ul style="list-style-type: none"> • At least 1 calendar year experience in our company • Can operate all types of Class A/AZ vehicles including material + equipment transport trailers • Ability to independently load + offload all heavy equipment types • Complete 5 'productivity'-type LMN training courses • Achieved a rating of Exceeds Requirements in at least 8/12 performance review criteria • Achieved/completed no less than 3/5 performance goals set during performance review • Can operate a smart device for the purpose of phone, email, photos, and navigation of TBG timetracking and TBG Hub
Class A (AZ) Driver w/ Heavy Equipment Certification	All Class A (AZ) Driver (Level A) criteria plus: <ul style="list-style-type: none"> • Possesses a valid heavy equipment operator certification 	
Tree Spade Driver	All Class A (AZ) Driver (Level B) criteria plus: <ul style="list-style-type: none"> • Demonstrated ability to complete tree spade work to all company quality + time standards • Can operate a smart device for the purpose of phone, email, photos, and navigation of TBG timetracking and TBG Hub 	
Blower Truck Driver	All Class A (AZ) Driver (Level B) criteria plus: <ul style="list-style-type: none"> • Demonstrated ability to complete tree spade work to all company quality + time standards • Can operate a smart device for the purpose of phone, email, photos, and navigation of TBG timetracking and TBG Hub 	All Blower Truck Driver (Level B) criteria plus: <ul style="list-style-type: none"> • Demonstrated ability to complicated blower truck projects tree spade work to all company quality + time standards