

# Reclamation Manual

## Directives and Standards

### Calculated Weighted Average Example

Hourly Rate	Position Title	Survey Company	# of Positions
\$54.07	Supervisory Maintenance Fossil	Company A	3
\$54.07	Supervisory Maintenance Fossil	Company A	
\$54.07	Supervisory Maintenance Fossil	Company A	
\$57.08	Plant Supervisor	Company B	11
\$57.08	Plant Supervisor	Company B	
\$59.00*	Plant Supervisor	Company B	
\$59.00	Plant Supervisor	Company B	
\$59.00	Plant Supervisor	Company B	
\$59.00	Plant Supervisor	Company B	
\$59.00	Plant Supervisor	Company B	
\$60.45	Plant Supervisor	Company B	
\$60.45	Plant Supervisor	Company B	
\$60.45	Plant Supervisor	Company B	
\$60.45	Plant Supervisor	Company B	
\$60.45	Plant Supervisor	Company B	
\$60.33	Construction and Maintenance Supervisor	Company C	1
\$51.00	Supervisory Facility	Company D	2
\$51.00	Supervisory Facility	Company D	
\$0.00	Pump Plant Team Manager	Company E	0

*\*Some companies may provide different hourly rates for incumbents in the same position.*

Total Hourly Rate: \$976.95  
Divided by Total # of Positions: 17

Calculated Weighted Average = **\$57.47**