

BCC Hourly Pay Rates (USA)

Position Title	Pay Rate Mid-Point	Estimated Overtime	<i>Minimum HS Grad or GED, Plus Below Experience</i>
Plant (Hourly)			
Maintenance & Tech	\$24.55 / hour	12.0 %	2-4 Years
Semi-Truck Driver	\$24.55 / hour	5.0 %	2-4 Years and CDL
Production	\$23.01 / hour	12.0 %	No Experience, Entry Level
Railcar Mover	\$23.01 / hour	2.5 %	No Experience, Entry Level
Lab Clerk, Utility	\$14.42 / hour	2.5 %	No Experience, Entry Level
Office (Salaried, Non-Exempt)			
Inside or Outside Sales	\$19.10 / hour	2.5 %	2-4 Years
Personnel or Acct Clerk	\$16.21 / hour	2.5 %	2-4 Years
Office or Traffic Clerk	\$14.42 / hour	2.5 %	No Experience, Entry Level

Above Positions qualify for Quarterly Profit Sharing of up to 6.25%.
 Entry Level positions eligible for Veterans Employment Hiring Preference Program.
 Maintenance-Technicians-Production work 12-hours shifts of 2-days-on and 2-days-off
 All Plant employees must be able to work any shift, and weekends or holidays

Do not apply at this time.

We shall post when you may contact your local Workforce Development Office. All applications must be made through Workforce. Do not apply at the plant or office.