

2019-20 GARDEN/GROUNDS SALARY SCHEDULE
Effective 9/1/19

APPENDIX C

JOB TITLE		Gardener	Senior Gardener	Landscape Lead	*Equipment Operator	*Assistant Sports Complex Groundskeeper	*Sports Complex Groundskeeper	*Lead Sports Complex Groundskeeper
STEP 1	Hourly	\$22.22	\$23.71	\$25.59	\$25.91	\$23.35	\$25.40	\$28.63
	Monthly	\$3,851.47	\$4,109.73	\$4,435.60	\$4,491.07	\$4,047.33	\$4,402.67	\$4,962.53
	Annual	\$46,217.60	\$49,316.80	\$53,227.20	\$53,892.80	\$48,568.00	\$52,832.00	\$59,550.40
STEP 2	Hourly	\$22.64	\$24.22	\$26.10	\$26.43	\$23.83	\$25.91	\$29.18
	Monthly	\$3,924.27	\$4,198.13	\$4,524.00	\$4,581.20	\$4,130.53	\$4,491.07	\$5,057.87
	Annual	\$47,091.20	\$50,377.60	\$54,288.00	\$54,974.40	\$49,566.40	\$53,892.80	\$60,694.40
STEP 3	Hourly	\$23.08	\$24.65	\$26.63	\$26.96	\$24.27	\$26.41	\$29.77
	Monthly	\$4,000.53	\$4,272.67	\$4,615.87	\$4,673.07	\$4,206.80	\$4,577.73	\$5,160.13
	Annual	\$48,006.40	\$51,272.00	\$55,390.40	\$56,076.80	\$50,481.60	\$54,932.80	\$61,921.60
STEP 4	Hourly	\$23.56	\$25.15	\$27.15	\$27.48	\$24.75	\$26.93	\$30.36
	Monthly	\$4,083.73	\$4,359.33	\$4,706.00	\$4,763.20	\$4,290.00	\$4,667.87	\$5,262.40
	Annual	\$49,004.80	\$52,312.00	\$56,472.00	\$57,158.40	\$51,480.00	\$56,014.40	\$63,148.80
STEP 5	Hourly	\$24.02	\$25.66	\$27.90	\$28.23	\$25.24	\$27.68	\$30.96
	Monthly	\$4,163.47	\$4,447.73	\$4,836.00	\$4,893.20	\$4,374.93	\$4,797.87	\$5,366.40
	Annual	\$49,961.60	\$53,372.80	\$58,032.00	\$58,718.40	\$52,499.20	\$57,574.40	\$64,396.80
STEP 6	Hourly	\$24.47	\$26.13	\$28.45	\$28.78	\$25.71	\$28.20	\$31.58
	Monthly	\$4,241.47	\$4,529.20	\$4,931.33	\$4,988.53	\$4,456.40	\$4,888.00	\$5,473.87
	Annual	\$50,897.60	\$54,350.40	\$59,176.00	\$59,862.40	\$53,476.80	\$58,656.00	\$65,686.40
STEP 7	Hourly	\$24.92	\$26.63	\$28.97	\$29.28	\$26.16	\$28.72	\$32.23
	Monthly	\$4,319.47	\$4,615.87	\$5,021.47	\$5,075.20	\$4,534.40	\$4,978.13	\$5,586.53
	Annual	\$51,833.60	\$55,390.40	\$60,257.60	\$60,902.40	\$54,412.80	\$59,737.60	\$67,038.40
Job Code		15009078	15023270	15009079	15009077	15009089	15009076	15023286

Please note: an additional day of pay will be issued on the September 2020 pay warrant to acknowledge the 261-day work year

Notes:

- Hourly Gardeners will be paid at the rate of **\$22.22** per hour. The maximum length of service as an hourly Gardener is six months.
- Mileage: Gardeners who are required to work at more than one (1) location will be compensated at the maximum allowable IRS rate plus \$2.00 day for the employee who drives his/her own vehicle. Employees will not be required to haul materials or equipment in their own vehicle.
- Gardeners who substitute in a Landscape Lead or Sports Complex Groundskeeper position shall receive fifty cents (\$.50) per hour additional compensation when such substitution exceeds three (3) working days. The compensation shall be retroactive to the initial three days.
- Gardener employees who complete five (5) years Seattle School District service as a Gardener will be designated Senior and paid in accordance with the Senior Gardener job title. Initial placement on the Senior Gardener/Lead position salary range shall be at the nearest dollar step, provided that no such employee receives less salary dollars than earned prior to conversion to the new job title.
- Employees who acquire professional certification are eligible for additional salary increments in accordance with Article XII Section A.3.e
- Sports Complex Groundskeeper positions, Equipment Operator and Grounds General Foreman job titles are not part of the promotional chain.*
- Employees will be paid at the rate of **\$1.25** per hour for possessing a certificate as an arborist, master gardener, or a certified landscaper (one per employee). Maximum of one certified Arborist per work area.
- Staff on this schedule who have a pesticide license shall receive **\$0.89** per hour additional compensation unless otherwise incorporated into this schedule.
- Employees classified as Gardener with a Pesticide License must follow the integrated pest management (IPM) renewal process.
- Employees must provide a copy of their license and/or certification by October 15 of each year. If an employee receives pay for a license or certification that has expired, the employee will be required to pay, in full, the entire overpayment.

2019-20 Salary Schedule effective 9/1/19 with a 3.0% contractual increase.