

Grounds Salary Schedule 2021-22 Hourly Rates					includes a 2.0% inflationary increase (IPD), effective 9-1-2021				
Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Grounds Salary Schedule	Monthly/ Hourly								
Hourly Gardener	Hourly	\$23.68							
Gardener	Hourly	\$23.68	\$24.13	\$24.60	\$25.11	\$25.60	\$26.08	\$26.56	
	Monthly	\$4,104.53	\$4,182.53	\$4,264.00	\$4,352.40	\$4,437.33	\$4,520.53	\$4,603.73	
Gardener w/Pesticide License	Hourly	\$24.63	\$25.08	\$25.55	\$26.06	\$26.55	\$27.03	\$27.51	
	Monthly	\$4,269.20	\$4,347.20	\$4,428.67	\$4,517.07	\$4,602.00	\$4,685.20	\$4,768.40	
Gardener w/Professional Certification	Hourly	\$25.02	\$25.47	\$25.94	\$26.45	\$26.94	\$27.42	\$27.90	
	Monthly	\$4,336.80	\$4,414.80	\$4,496.27	\$4,584.67	\$4,669.60	\$4,752.80	\$4,836.00	
Gardener w/Pest & Prof	Hourly	\$25.97	\$26.42	\$26.89	\$27.40	\$27.89	\$28.37	\$28.85	
	Monthly	\$4,501.47	\$4,579.47	\$4,660.93	\$4,749.33	\$4,834.27	\$4,917.47	\$5,000.67	
Senior Gardener	Hourly	\$25.28	\$25.82	\$26.28	\$26.81	\$27.35	\$27.86	\$28.39	
	Monthly	\$4,381.87	\$4,475.47	\$4,555.20	\$4,647.07	\$4,740.67	\$4,829.07	\$4,920.93	
Senior Gardener w/Pesticide License	Hourly	\$26.23	\$26.77	\$27.23	\$27.76	\$28.30	\$28.81	\$29.34	
	Monthly	\$4,546.53	\$4,640.13	\$4,719.87	\$4,811.73	\$4,905.33	\$4,993.73	\$5,085.60	
Senior Gardener w/Professional Certification	Hourly	\$26.62	\$27.16	\$27.62	\$28.15	\$28.69	\$29.20	\$29.73	
	Monthly	\$4,614.13	\$4,707.73	\$4,787.47	\$4,879.33	\$4,972.93	\$5,061.33	\$5,153.20	
Senior Gardener w/Pest & Prof	Hourly	\$27.57	\$28.11	\$28.57	\$29.10	\$29.64	\$30.15	\$30.68	
	Monthly	\$4,778.80	\$4,872.40	\$4,952.13	\$5,044.00	\$5,137.60	\$5,226.00	\$5,317.87	
* Landscape Lead	Hourly	\$27.27	\$27.82	\$28.39	\$28.94	\$29.74	\$30.32	\$30.88	
	Monthly	\$4,726.80	\$4,822.13	\$4,920.93	\$5,016.27	\$5,154.93	\$5,255.47	\$5,352.53	
* Landscape Lead w/Pesticide License	Hourly	\$28.22	\$28.77	\$29.34	\$29.89	\$30.69	\$31.27	\$31.83	
	Monthly	\$4,891.47	\$4,986.80	\$5,085.60	\$5,180.93	\$5,319.60	\$5,420.13	\$5,517.20	
* Landscape Lead w/Professional Certification	Hourly	\$28.61	\$29.16	\$29.73	\$30.28	\$31.08	\$31.66	\$32.22	
	Monthly	\$4,959.07	\$5,054.40	\$5,153.20	\$5,248.53	\$5,387.20	\$5,487.73	\$5,584.80	
* Landscape Lead w/Pest & Prof	Hourly	\$29.56	\$30.11	\$30.68	\$31.23	\$32.03	\$32.61	\$33.17	
	Monthly	\$5,123.73	\$5,219.07	\$5,317.87	\$5,413.20	\$5,551.87	\$5,652.40	\$5,749.47	
* Senior Landscape Lead	Hourly	\$28.22	\$28.77	\$29.34	\$29.89	\$30.69	\$31.27	\$31.83	
	Monthly	\$4,891.47	\$4,986.80	\$5,085.60	\$5,180.93	\$5,319.60	\$5,420.13	\$5,517.20	
* Senior Landscape Lead w/Pesticide License	Hourly	\$29.17	\$29.72	\$30.29	\$30.84	\$31.64	\$32.22	\$32.78	
	Monthly	\$5,056.13	\$5,151.47	\$5,250.27	\$5,345.60	\$5,484.27	\$5,584.80	\$5,681.87	
* Senior Landscape Lead w / Professional Certification	Hourly	\$29.56	\$30.11	\$30.68	\$31.23	\$32.03	\$32.61	\$33.17	
	Monthly	\$5,123.73	\$5,219.07	\$5,317.87	\$5,413.20	\$5,551.87	\$5,652.40	\$5,749.47	
* Senior Landscape Lead w/Pest & Prof	Hourly	\$30.51	\$31.06	\$31.63	\$32.18	\$32.98	\$33.56	\$34.12	
	Monthly	\$5,288.40	\$5,383.73	\$5,482.53	\$5,577.87	\$5,716.53	\$5,817.07	\$5,914.13	

Grounds Salary Schedule 2021-22 Hourly Rates (continued)								<i>includes a 2.0% inflationary increase (IPD), effective 9-1-2021</i>
<u>Notes:</u>								
1. Hourly Gardeners will be paid at the rate of \$23.68 per hour. The maximum length of service as an hourly Gardener is six months.								
2. 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 per day for the employee who drives his/her own vehicle. Employees will not be required to haul materials or equipment in their own vehicle.								
3. 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.								
4. 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.								
5. Employees who acquire professional certification are eligible for additional salary increments in accordance with Article XI Section A.5.e								
6. Sports Complex Groundskeeper positions, Equipment Operator, Grounds General Foreman and Lead Position job titles are not part of the promotional chain.*								
7. Employees will be paid at the rate of \$1.34 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.								
8. Staff on this schedule who have a pesticide license shall receive \$0.95 per hour additional compensation unless otherwise incorporated into this schedule.								
9. 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.								
10. The aforementioned premiums are included in the pay rates listed in the salary schedule herein.								