

| Job Title   |         | Step 1      | Step 2      | Step 3      | Step 4      | Step 5      | Step 6      | Step 7      |
|---|---------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Apprentice Custodian  | Hourly  | \$ 23.58    | \$ 24.01    | \$ 24.44    | \$ 24.94    |             |             |             |
|   | Monthly | \$ 4,102.92 | \$ 4,177.74 | \$ 4,252.56 | \$ 4,339.56 |             |             |             |
| PT Assistant Custodian G Hourly/no benefits/2nd Shift               | Hourly  | \$ 25.51    | \$ 25.95    | \$ 26.46    |             |             |             |             |
|   | Monthly | \$ 4,438.74 | \$ 4,515.30 | \$ 4,604.04 |             |             |             |             |
| PT Assistant Custodian G Hourly/with benefits/2nd Shift             | Hourly  | \$ 25.51    | \$ 25.95    | \$ 26.46    |             |             |             |             |
|   | Monthly | \$ 4,438.74 | \$ 4,515.30 | \$ 4,604.04 |             |             |             |             |
| Assistant Custodian G 2nd Shift                                     | Hourly  | \$ 25.51    | \$ 25.95    | \$ 26.46    |             |             |             |             |
|   | Monthly | \$ 4,438.74 | \$ 4,515.30 | \$ 4,604.04 |             |             |             |             |
| Assistant Custodian G 2nd Shift 25yr Step                           | Hourly  |             |             |             | \$ 26.82    |             |             |             |
|   | Monthly |             |             |             | \$ 4,666.68 |             |             |             |
| Licensed Assistant Custodian H 2nd Shift                            | Hourly  | \$ 25.73    | \$ 26.25    | \$ 26.78    |             |             |             |             |
|   | Monthly | \$ 4,477.02 | \$ 4,567.50 | \$ 4,659.72 |             |             |             |             |
| Licensed Assistant H 2nd Shift with Refrigeration License           | Hourly  | \$ 26.64    | \$ 27.16    | \$ 27.68    |             |             |             |             |
|   | Monthly | \$ 4,635.36 | \$ 4,725.84 | \$ 4,816.32 |             |             |             |             |
| Licensed Assistant Custodian I 2nd Shift                            | Hourly  | \$ 28.14    | \$ 28.69    | \$ 29.27    |             |             |             |             |
|   | Monthly | \$ 4,896.36 | \$ 4,992.06 | \$ 5,092.98 |             |             |             |             |
| Licensed Assistant Custodian I 2nd Shift with Refrigeration License | Hourly  | \$ 29.05    | \$ 29.60    | \$ 30.18    |             |             |             |             |
|   | Monthly | \$ 5,054.70 | \$ 5,150.40 | \$ 5,251.32 |             |             |             |             |
| Licensed Assistant I Mobile AA 2nd Shift                            | Hourly  | \$ 28.61    | \$ 29.16    | \$ 29.74    |             |             |             |             |
|   | Monthly | \$ 4,978.14 | \$ 5,073.84 | \$ 5,174.76 |             |             |             |             |
| Licensed Assistant I Mobile AA 2nd Shift with Refrigeration License | Hourly  | \$ 29.52    | \$ 30.07    | \$ 30.65    |             |             |             |             |
|   | Monthly | \$ 5,136.48 | \$ 5,232.18 | \$ 5,333.10 |             |             |             |             |
| Head Assistant Custodian J 2nd Shift                                | Hourly  | \$ 29.21    | \$ 29.75    | \$ 30.39    |             |             |             |             |
|   | Monthly | \$ 5,082.54 | \$ 5,176.50 | \$ 5,287.86 |             |             |             |             |
| Head Assistant Custodian 2nd Shift with Refrigeration License       | Hourly  | \$ 30.08    | \$ 30.62    | \$ 31.26    |             |             |             |             |
|   | Monthly | \$ 5,233.92 | \$ 5,327.88 | \$ 5,439.24 |             |             |             |             |
| Custodian Engineer J Day Shift, Elementary                          | Hourly  | \$ 28.86    | \$ 29.40    | \$ 30.04    | \$ 30.84    | \$ 31.44    | \$ 32.05    | \$ 32.67    |
|   | Monthly | \$ 5,021.64 | \$ 5,115.60 | \$ 5,226.96 | \$ 5,366.16 | \$ 5,470.56 | \$ 5,576.70 | \$ 5,662.80 |
| Custodian Engineer J Day Shift, Refrig License, Elementary          | Hourly  | \$ 29.73    | \$ 30.27    | \$ 30.91    | \$ 31.74    | \$ 32.32    | \$ 32.94    | \$ 33.57    |
|   | Monthly | \$ 5,173.02 | \$ 5,266.98 | \$ 5,378.34 | \$ 5,522.76 | \$ 5,623.68 | \$ 5,731.56 | \$ 5,818.80 |
| Custodian Engineer K Day Shift, MS                                  | Hourly  | \$ 31.44    | \$ 32.05    | \$ 32.67    | \$ 33.55    | \$ 34.24    | \$ 34.91    | \$ 35.64    |
|   | Monthly | \$ 5,470.56 | \$ 5,576.70 | \$ 5,684.58 | \$ 5,837.70 | \$ 5,957.76 | \$ 6,074.34 | \$ 6,177.60 |
| Custodian Engineer K Day Shift, Refrig License, MS                  | Hourly  | \$ 32.31    | \$ 32.92    | \$ 33.54    | \$ 34.45    | \$ 35.12    | \$ 35.81    | \$ 36.53    |
|   | Monthly | \$ 5,621.94 | \$ 5,728.08 | \$ 5,835.96 | \$ 5,994.30 | \$ 6,110.88 | \$ 6,230.94 | \$ 6,331.87 |
| Custodian Engineer L Day Shift, HS                                  | Hourly  | \$ 34.24    | \$ 34.91    | \$ 35.64    | \$ 36.56    | \$ 37.29    | \$ 38.08    | \$ 38.81    |
|   | Monthly | \$ 5,957.76 | \$ 6,074.34 | \$ 6,201.36 | \$ 6,361.44 | \$ 6,488.46 | \$ 6,625.92 | \$ 6,727.07 |
| Custodian Engineer L Day Shift, Refrig License, HS                  | Hourly  | \$ 35.11    | \$ 35.78    | \$ 36.51    | \$ 37.46    | \$ 38.18    | \$ 38.97    | \$ 39.71    |
|   | Monthly | \$ 6,109.14 | \$ 6,225.72 | \$ 6,352.74 | \$ 6,518.04 | \$ 6,643.32 | \$ 6,780.78 | \$ 6,883.07 |
| Facilities Operations Specialist                                    | Hourly  | \$ 34.24    | \$ 34.91    | \$ 35.64    |             |             |             |             |
|   | Monthly | \$ 5,957.76 | \$ 6,074.34 | \$ 6,201.36 |             |             |             |             |

| Job Title   |         | Step 1      | Step 2      | Step 3      | Step 4      | Step 5      | Step 6      | Step 7      |
|---|---------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Inspector and Liaison Specialist                            | Hourly  | \$ 34.59    | \$ 35.26    | \$ 35.99    |             |             |             |             |
|   | Monthly | \$ 6,018.66 | \$ 6,135.24 | \$ 6,262.26 |             |             |             |             |
| Self Help Operations Specialist                             | Hourly  | \$ 32.82    | \$ 33.43    | \$ 34.05    |             |             |             |             |
|   | Monthly | \$ 5,710.68 | \$ 5,816.82 | \$ 5,924.70 |             |             |             |             |
| Support Service Lead K 2nd Shift with Refrigeration License | Hourly  | \$ 32.66    | \$ 33.27    | \$ 33.89    | \$ 34.81    | \$ 35.48    | \$ 36.16    | \$ 36.89    |
|   | Monthly | \$ 5,682.84 | \$ 5,788.98 | \$ 5,896.86 | \$ 6,056.94 | \$ 6,173.52 | \$ 6,291.84 | \$ 6,394.27 |
| Support Service Technician 2nd shift                        | Hourly  | \$ 28.14    | \$ 28.69    | \$ 29.27    |             |             |             |             |
|   | Monthly | \$ 4,896.36 | \$ 4,992.06 | \$ 5,092.98 |             |             |             |             |

**Notes:**

| Classification & Building Groupings |                                   |           |                             |                              |                               |                         |
|-------------------------------------|-----------------------------------|-----------|-----------------------------|------------------------------|-------------------------------|-------------------------|
| G                                   | I                                 |           | J                           | K                            | L                             |                         |
| None                                | 4th                               | 3rd       | 3rd                         | 3rd                          | 3rd/2nd                       | 3rd/2nd                 |
| Asst Cust G<br>All Bldgs.           | Lic. Asst I G2<br>Bldgs.          | Mobile AA | Cust Eng J G3,<br>G4 Bldgs. | Cust Eng K G2,<br>G3, G4     | Cust Eng L G1,<br>G2 Bldgs.   | Cust Eng L G1<br>Bldgs. |
|                                     | *Support<br>Service<br>Technician |           | Head Asst Cust<br>G1 Bldgs. | *Support<br>Service Lead     | *Facilities Ops<br>Specialist |                         |
|                                     |                                   |           |                             | *Self Help Ops<br>Specialist | *Inspection<br>Liaison        |                         |

**Additional Pay Provisions:**

1. Second shift per hour additional compensation: \$.35
  2. An unlicensed employee who provides proof of acquiring a City of Seattle 4th Grade Boiler Operator's License or a City of Seattle Refrigeration License shall receive one (1) additional pay increment effective as of the month following notification of such acquisition. In no event shall the compensation exceed the top step of the Grade 1 classification.
  3. Mobile AA additional compensation: \$.45
  4. Mileage. Employees who are required to work at more than one location will be compensated at the maximum IRS rate. Employees will not be required to haul materials or equipment in their own vehicles.
  5. When/if a (\*) position is eliminated and later reinstated the employee who was assigned to the (\*) position at the time the (\*) position was eliminated shall have recall rights to the (\*) position for a period of 15 months from the date the (\*) position was eliminated.
  6. Employees who are required to apply chemicals and possess a license to apply chemicals shall receive additional hourly compensation of: \$.93
  7. If an apprentice does not complete the required number of training class hours in a timely manner, he/she will be terminated from employment.
  8. Employees who have worked and continue to work as an Assistant Custodian Grade for SPS for twenty-five (25) or more years shall receive additional per hour compensation of: \$.35
  9. Apprentices are eligible to advance in Grade, but are not eligible to advance on the incremental steps of the Salary Schedule until they have completed the hourly training requirements of the Apprenticeship Program. If permitted to drop out of the program, former apprentices may thereafter advance on the incremental steps but must remain in the G classification.
  10. 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.
  11. Employees that hold a valid refrigeration license and are Mobile AA-I, or required to have the license based on their assigned facility, or are assigned to a facility that utilizes expansion type refrigeration equipment with a cumulative refrigeration effect of 50 tons or more will receive additional compensation of: \$.87
  12. The aforementioned premium rates are included in the salary schedule amounts herein.
- \* Asterisk'd positions are not subject to the normal bid process. See collective bargaining agreement.  
Full year annual rates are calculated based on 2088 hours