CUSTODIAL CG1 and CG3 - Effective 9-1-2026 2088 w Longevity, with a 3% structure increase

**premiums adjusted by IPD (2.6%)*

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Apprentice Custodian	Hourly	$ 25.81	$ 26.28	$ 26.75	$ 27.30			
	Monthly	$ 4,490.94	$ 4,572.72	$ 4,654.50	$ 4,750.20			
PT Assistant Custodian G Hourly/no benefits/2nd Shift	Hourly	$ 27.92	$ 28.41	$ 28.97				
	Monthly	$ 4,858.08	$ 4,943.34	$ 5,040.78				
PT Assistant Custodian G Hourly/with benefits/2nd Shift	Hourly	$ 27.92	$ 28.41	$ 28.97				
	Monthly	$ 4,858.08	$ 4,943.34	$ 5,040.78				
Assistant Custodian G 2nd Shift	Hourly	$ 27.92	$ 28.41	$ 28.97				
	Monthly	$ 4,858.08	$ 4,943.34	$ 5,040.78				
Licensed Assistant Custodian H 2nd Shift	Hourly	$ 28.17	$ 28.74	$ 29.32				
	Monthly	$ 4,901.58	$ 5,000.76	$ 5,101.68				
Licensed Assistant H 2nd Shift with Refrigeration License	Hourly	$ 29.15	$ 29.72	$ 30.29				
	Monthly	$ 5,072.10	$ 5,171.28	$ 5,270.46				
Licensed Assistant Custodian I 2nd Shift	Hourly	$ 30.81	$ 31.40	$ 32.04				
	Monthly	$ 5,360.94	$ 5,463.60	$ 5,574.96				
Licensed Assistant Custodian I 2nd Shift with Refrigeration License	Hourly	$ 31.79	$ 32.40	$ 33.02				
	Monthly	$ 5,531.46	$ 5,637.60	$ 5,745.48				
Licensed Assistant I Mobile AA 2nd Shift	Hourly	$ 31.32	$ 31.92	$ 32.55				
	Monthly	$ 5,449.68	$ 5,554.08	$ 5,663.70				
Licensed Assistant I Mobile AA 2nd Shift with Refrigeration License	Hourly	$ 32.30	$ 32.91	$ 33.53				
	Monthly	$ 5,620.20	$ 5,726.34	$ 5,834.22				
Head Assistant Custodian J 2nd Shift	Hourly	$ 31.98	$ 32.57	$ 33.27				
	Monthly	$ 5,564.52	$ 5,667.18	$ 5,788.98				
Head Assistant Custodian 2nd Shift with Refrigeration License	Hourly	$ 32.92	$ 33.51	$ 34.21				
	Monthly	$ 5,728.08	$ 5,830.74	$ 5,952.54				
Custodian Engineer J Day Shift, Elementary	Hourly	$ 31.60	$ 32.19	$ 32.89	$ 33.76	$ 34.42	$ 35.09	$ 35.77
	Monthly	$ 5,498.40	$ 5,601.06	$ 5,722.86	$ 5,874.24	$ 5,989.08	$ 6,105.66	$ 6,223.98
Custodian Engineer J Day Shift, Refrig License, Elementary	Hourly	$ 32.54	$ 33.13	$ 33.83	$ 34.74	$ 35.39	$ 36.06	$ 36.75
	Monthly	$ 5,661.96	$ 5,764.62	$ 5,886.42	$ 6,044.76	$ 6,157.86	$ 6,274.44	$ 6,394.50
Custodian Engineer K Day Shift, MS	Hourly	$ 34.42	$ 35.09	$ 35.77	$ 36.73	$ 37.49	$ 38.22	$ 39.02
	Monthly	$ 5,989.08	$ 6,105.66	$ 6,223.98	$ 6,391.02	$ 6,523.26	$ 6,650.28	$ 6,789.48
Custodian Engineer K Day Shift, Refrig License, MS	Hourly	$ 35.36	$ 36.03	$ 36.71	$ 37.71	$ 38.45	$ 39.20	$ 39.99
	Monthly	$ 6,152.64	$ 6,269.22	$ 6,387.54	$ 6,561.54	$ 6,690.30	$ 6,820.80	$ 6,958.26
Custodian Engineer L Day Shift, HS	Hourly	$ 37.49	$ 38.22	$ 39.02	$ 40.03	$ 40.83	$ 41.69	$ 42.50
	Monthly	$ 6,523.26	$ 6,650.28	$ 6,789.48	$ 6,965.22	$ 7,104.42	$ 7,254.06	$ 7,395.00
Custodian Engineer L Day Shift, Refrig License, HS	Hourly	$ 38.43	$ 39.16	$ 39.96	$ 41.01	$ 41.80	$ 42.66	$ 43.48
	Monthly	$ 6,686.82	$ 6,813.84	$ 6,953.04	$ 7,135.74	$ 7,273.20	$ 7,422.84	$ 7,565.52
Facilities Operations Specialist	Hourly	$ 37.49	$ 38.22	$ 39.02				
	Monthly	$ 6,523.26	$ 6,650.28	$ 6,789.48				

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Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Inspector and Liaison Specialist	Hourly	$ 37.87	$ 38.60	$ 39.40				
	Monthly	$ 6,589.38	$ 6,716.40	$ 6,855.60				
~~Self Help~~ Volunteer Enhancement Operations Specialist	Hourly	$ 35.92	$ 36.59	$ 37.27				
	Monthly	$ 6,250.08	$ 6,366.66	$ 6,484.98				
Support Service Lead K 2nd Shift with Refrigeration License	Hourly	$ 35.74	$ 36.41	$ 37.09	$ 38.11	$ 38.84	$ 39.59	$ 40.39
	Monthly	$ 6,218.76	$ 6,335.34	$ 6,453.66	$ 6,631.14	$ 6,758.16	$ 6,888.66	$ 7,027.86
Support Service Technician 2nd shift	Hourly	$ 30.81	$ 31.40	$ 32.04				
	Monthly	$ 5,360.94	$ 5,463.60	$ 5,574.96				

Notes:

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

Additional Pay Provisions:

1. Second shift per hour additional compensation: $0.38
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: $0.49
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: $1.01
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.
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: $0.94
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.

Effective upon the twenty-year anniversary of their hire date with the District in any capacity, employees will have their base wage rate increased by fifty cents ($0.50).

Full year annual rates are calculated based on 2088 hours