

Maintenance Pay Plan 2011-2012

| Career Ladders | Entry Rate | Trainee | Level 1A | Level 1B | Level 1C | Level 1D | Master Custodian | Team Leader | | Supervisor | |
|--------------------|------------|---------|----------|----------|----------|----------|------------------|-------------|----------|------------|----------|
| | | | | | | | Level 2 | Level 3A | Level 3B | Level 4A | Level 4B |
| Custodian: UA Rate | 10.00 | 10.44 | 10.82 | 11.22 | 11.74 | 12.39 | 13.35 | 14.50 | 15.07 | 18.45 | 19.60 |

| Custodial Project Team: UA Rate | Entry Rate | Trainee | Team Leader | |
|---------------------------------|------------|---------|-------------|-------|
| | 13.70 | 14.27 | 15.41 | 15.99 |

| | Entry Rate | Job Rate | Level I | Level II | Level III | Team Leader | | Supervisor |
|------------------------|------------|----------|---------|----------|-----------|-------------|---------|------------|
| | | | | | | Level A | Level B | |
| Groundskeeper: UA Rate | 11.19 | 11.76 | 12.34 | 12.96 | 14.46 | 15.57 | 16.12 | 17.79 |

| Building Services Specialist: UA Rate | Entry Rate | Job Rate | Level I | Level II | Level III | Team Leader |
|---------------------------------------|------------|----------|---------|----------|-----------|-------------|
| | 11.64 | 12.22 | 12.84 | 13.73 | 14.69 | 15.87 |

| Pest Control Tech: UA Rate | Entry Rate | Job Rate | Level I | Level II | Level III |
|----------------------------|------------|----------|---------|----------|-----------|
| | | | | 17.71 | 18.82 |

| Job Title | UA Entry Rate | UA Job Rate |
|------------------------------|---------------|-------------|
| Laborer | 11.09 | 11.64 |
| Tradeshelper-Tile & Carpet | 12.84 | 13.48 |
| Tradeshelper-Painter | 12.84 | 13.48 |
| Tradeshelper-Carpenter | 12.84 | 13.48 |
| Tradeshelper-Plumber | 13.08 | 13.73 |
| Tradeshelper-Electrician | 13.08 | 13.73 |
| Streetsweeper Operator | 13.39 | 14.04 |
| Auto Preventive Maint Asst | 13.49 | 14.16 |
| Small Equipment Mechanic | 17.27 | 18.19 |
| Custodial Equipment Mechanic | 15.84 | 16.63 |
| Irrigation Tech Helper | 15.21 | 15.97 |
| Irrigation Technician | 17.27 | 18.19 |
| Irrigation Team Leader* | | 19.19 |
| Tree Trimmer | 17.56 | 18.43 |
| Heavy Truck Operator | 17.77 | 18.66 |
| Heavy Equipment Operator | 19.46 | 20.43 |
| Wildlife Control Tech | | 20.19 |

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| Job | UA Rate | | |
|----------------------------|---------|-----------------------|--------------------------------|
| | Level 1 | Level 2 Journeyman | Level 3B Work Leadership |
| Painter | 16.19 | 20.19 | 21.69 |
| Furniture Refinisher | 16.19 | 20.19 | 21.69 |
| Tile and Carpet Layer | 16.24 | 20.24 | 21.74 |
| Automotive Technician | 16.24 | 20.24 | 21.74 |
| Building Maint Trades Tech | 16.27 | 20.27 | 21.77 |
| Mason/Plasterer | 16.27 | 20.27 | 21.77 |
| A/C Recirculation Tech | 16.69 | 20.69 | 22.19 |
| Roofer | 17.18 | 21.18 | 22.68 |
| Cabinet Maker | 17.18 | 21.18 | 22.68 |
| Carpenter | 17.18 | 21.18 | 22.68 |
| Upholsterer | 17.46 | 21.46 | 22.96 |
| Plumber/Utility Mechanic | 18.30 | 22.30 | 23.80 |
| Utility Plant Operator | 18.30 | 22.30 | 23.80 |
| Refrigeration/AC Mechanic | 18.97 | 22.97 | 24.47 |
| Electrician | 18.98 | 22.98 | 24.48 |
| HVAC Controls Technician | | 25.57 | 28.07 |
| Boiler Controls Technician | | 25.57 | 28.07 |
| Elevator Technician | | 31.06 | 34.56 |

| | Journeyman Rate | Entry Rate | 6 Months | | | | | | | | | |
|---------------------|--------------------|------------|----------|--------|-----------|--------|-----------|--------|--------------|--------|-----------|--------|
| Elevator Apprentice | 31.06 | 20.50 | 21.56 | Year 1 | 18 Months | Year 2 | 2.5 Years | Year 3 | 3.5 Years | Year 4 | 4.5 Years | Year 5 |
| | | | | 22.61 | 23.67 | 24.72 | 25.78 | 26.84 | 27.89 | 28.95 | 30.00 | 31.06 |