

AGREEMENT BY AND BETWEEN

LAKE WASHINGTON INSTITUTE OF TECHNOLOGY  
DISTRICT 26

AND THE

INTERNATIONAL UNION OF OPERATING  
ENGINEERS LOCAL NO. 302

EFFECTIVE JANUARY 1, 2023 THROUGH JUNE 30,

2025 APPENDIX A

## **TABLE OF CONTENTS**

Appendix A: Employee Monthly Salaries and Hourly Rates ..... 2

Appendix B Approved In-service Courses ..... 4

## Appendix A: Employee Monthly Salaries and Hourly Rates

Monthly Salary and Hourly Rate Schedule Effective January 1, 2023. Employees at step 6 and above at ratification will receive pay increases retroactive to July 1<sup>st</sup> 2022. Employees at steps 1-5 shall move steps in accordance with MOU A and spreadsheet provided by Human Resources at ratification.

Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Utility Worker	Monthly	3505	3558	3611	3666	3720	3776	3832	3890	3949	4067	4189
	Hourly	20.14	20.45	20.75	21.07	21.38	21.70	22.02	22.36	22.70	23.37	24.07
Custodian	Monthly	3896	3955	4014	4074	4135	4197	4260	4324	4390	4522	4658
	Hourly	22.39	22.73	23.07	23.41	23.76	24.12	24.48	24.85	25.23	25.99	26.77
Shipping/ Receiving Technician	Monthly	4218	4281	4345	4410	4477	4544	4613	4683	4753	4824	4896
	Hourly	24.24	24.60	24.97	25.34	25.73	26.11	26.51	26.91	27.32	27.72	28.14
Head Shipping/ Receiving Technician	Monthly	4314	4378	4443	4510	4577	4646	4715	4786	4858	4931	5005
	Hourly	24.79	25.16	25.53	25.92	26.30	26.70	27.10	27.51	27.92	28.34	28.76
Head Custodian	Monthly	4269	4333	4398	4465	4532	4600	4669	4738	4809	4953	5101
	Hourly	24.53	24.90	25.28	25.66	26.05	26.44	26.83	27.23	27.64	28.47	29.32
Maintenance Custodian	Monthly	4269	4333	4398	4465	4532	4600	4669	4738	4809	4953	5101
	Hourly	24.53	24.90	25.28	25.66	26.05	26.44	26.83	27.23	27.64	28.47	29.32
Safety Technician	Monthly	4269	4333	4398	4465	4532	4600	4669	4738	4809	4953	5101
	Hourly	24.53	24.90	25.28	25.66	26.05	26.44	26.83	27.23	27.64	28.47	29.32
Head Safety Technician	Monthly	4648	4718	4788	4860	4933	5007	5082	5159	5236	5314	5394
	Hourly	26.71	27.11	27.52	27.93	28.35	28.78	29.21	29.65	30.09	30.54	31.00
Groundskeeper	Monthly	3505	3558	3611	3666	3720	3776	3832	3890	3949	4067	4189
	Hourly	20.14	20.45	20.75	21.07	21.38	21.70	22.02	22.36	22.70	23.37	24.07
Head Groundskeeper	Monthly	5413	5495	5578	5662	5747	5833	5920	6009	6099	6282	6471
	Hourly	31.11	31.58	32.06	32.54	33.03	33.52	34.02	34.53	35.05	36.10	37.19
Building Equipment Mechanic	Monthly	5726	5812	5899	5987	6077	6168	6261	6354	6450	6644	6843
	Hourly	32.91	33.40	33.90	34.41	34.93	35.45	35.98	36.52	37.07	38.18	39.33
Head Building Equipment Mechanic	Monthly	6152	6244	6338	6433	6530	6628	6727	6828	6930	7138	7353
	Hourly	35.36	35.89	36.43	36.97	37.53	38.09	38.66	39.24	39.83	41.02	42.26

[Rounding may cause slight discrepancies to the hourly rates; each should reflect the whole dollar monthly amount divided by 174, which is the calculation for hourly rates for extra hours and over time calculations.]

## Section A1

The College may place new employees at step 1 through 5 of the Monthly Salary Schedule dependents upon certification, experience and training as verified by Human Resources.

## Section A2

Employees designated a lead consistent with Section 14.8 shall be paid a stipend between \$75.00-\$250.00 per month, pro-rated based on full-time employment and start or end of assignment as approved by the supervisor.

## Section A3

Step 10 will be provided to employees who complete three (3) years at step 9. Step 11 (Longevity Step) will be provided to employees who complete three (3) years at step 10.

## Section A4

Shift Differential will be provided based on the assigned shift:

- First Shift - Start Time: 4:00AM-8:00AM, Regular Pay (No Shift Differential)
- Second Shift - Start Time: 12:00PM-4:00PM, Second Shift \$.35 per hour above base schedule
- Third Shift - Start Time: 8:00PM-12:00AM, Third Shift \$1.50 per hour above base schedule

*Effective July 1, 2023*

## Appendix B Approved In-service Courses

Professional development activities are supported by the College, Union, and the Western Washington Stationary Engineers Training Trust. Course completion and competency attainment may lead to journey level certification.

Questions related to the employee growth plan should be referred to the employee's immediate supervisor. Employees interested in pursuing journey level certification should contact the shop steward or the Union's Director of Training at [www.iuoe286.org](http://www.iuoe286.org).

### General Courses for Any Classification

The following courses or the equivalent are recommended professional development for all employees by the College and the Union:

- Building/ Equipment/ Personal Safety and Certification
- Building Emergencies
- Computer Literacy
- Conflict Resolution
- Safe Driving
- Hazmat
- Basic Electrical
- Fire Extinguisher Maintenance
- First Aid/CPR
- Lock Out/ Tag Out
- Supervision

### Part A Custodial Training Courses

The following courses or the equivalent are recommended professional development for custodians by the College and the Union:

- General Building Maintenance and Facility Care
- Blueprints/Schematics
- Basic Locksmith
- Boiler License Course
- HVAC/Refrigeration License and Courses

### Part B Building Equipment Mechanic Training Courses

The following courses or the equivalent are recommended professional development for building equipment mechanics by the College and the Union:

- HVAC/ Refrigeration License and Courses
- Electrical Courses
- Building Controls
- Mechanical and Plumbing Systems
- Blueprints/Schematics
- Basic Locksmith
- Boiler License Course
- CFC Recovery

## **Part C Groundskeeper Training Courses**

The following courses or the equivalent are recommended professional development for groundskeepers by the College and the Union:

- Pesticide/ Herbicide/Public Applicators Certification
- Irrigation
- Back Flow Certificate
- Grounds Equipment Maintenance

## **Part D Shipping/ Receiving Technician Courses**

The following courses or the equivalent are recommended professional development for shipping/receiving technicians by the College and the Union:

- General Building Maintenance and Facility Care
- Controlling Building Safety Hazards
- Mechanical and Plumbing Systems
- Basic Locksmith
- Accounting
- Materials Management Courses (APICS)

## **Part E Utility Worker and Maintenance Custodian Courses**

Recommended professional development for these classifications are found in a combination of each of the other classifications; e.g., custodial, building maintenance, grounds, and shipping/receiving.

## **Part F Safety and Security Courses**

The following courses or the equivalent are recommended professional development for safety and security technicians by the College and the Union:

- Clery Act
- Emergency Management
- Safety and Security Practices