

AGREEMENT BY AND BETWEEN

LAKE WASHINGTON INSTITUTE OF TECHNOLOGY
DISTRICT 26

AND THE

INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL NO. 302

EFFECTIVE JULY 1, 2019 THROUGH JUNE 30, 2022

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Appendix A: Employee Monthly Salaries and Hourly Rates

Monthly Salary and Hourly Rate Schedule Effective July 1, 2021

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	3008	3054	3099	3144	3191	3241	3290	3337	3396	3521	3697
	Hourly	17.29	17.55	17.81	18.07	18.34	18.63	18.91	19.18	19.52	20.24	21.25
Custodian	Monthly	3344	3394	3444	3493	3547	3599	3654	3708	3763	3888	4082
	Hourly	19.22	19.51	19.79	20.07	20.39	20.68	21.00	21.31	21.63	22.34	23.46
Shipping/ Receiving Technician	Monthly	3620	3674	3730	3785	3843	3900	3958	4021	4075	4201	4412
	Hourly	20.80	21.11	21.44	21.75	22.09	22.41	22.75	23.11	23.42	24.14	25.36
Head Shipping/ Receiving Technician	Monthly	3702	3755	3811	3868	3924	3984	4043	4105	4160	4285	4500
	Hourly	21.28	21.58	21.90	22.23	22.55	22.90	23.24	23.59	23.91	24.63	25.86
Head Custodian	Monthly	3664	3721	3775	3832	3884	3944	4003	4065	4119	4244	4455
	Hourly	21.06	21.39	21.70	22.02	22.32	22.67	23.01	23.36	23.67	24.39	25.60
Maintenance Custodian/Safety Technician	Monthly	3664	3721	3775	3832	3884	3944	4003	4065	4119	4244	4455
	Hourly	21.06	21.39	21.70	22.02	22.32	22.67	23.01	23.36	23.67	24.39	25.60
Groundskeeper	Monthly	3008	3054	3099	3144	3191	3241	3290	3337	3396	3521	3697
	Hourly	17.29	17.55	17.81	18.07	18.34	18.63	18.91	19.18	19.52	20.24	21.25
Head Groundskeeper	Monthly	4646	4712	4785	4855	4922	5002	5074	5153	5207	5333	5599
	Hourly	26.70	27.08	27.50	27.90	28.29	28.75	29.16	29.61	29.93	30.65	32.18
Building Equipment Mechanic	Monthly	4914	4989	5066	5139	5216	5289	5371	5451	5508	5635	5914
	Hourly	28.24	28.67	29.11	29.53	29.98	30.40	30.87	31.33	31.66	32.39	33.99
Head Building Equipment Mechanic	Monthly	5279	5351	5429	5500	5572	5655	5735	5818	5872	6000	6300
	Hourly	30.34	30.75	31.20	31.61	32.02	32.50	32.96	33.44	33.75	34.48	36.21

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

Section A1

The College may place new employees at either Step 1 or 2 of the Monthly Salary Schedule dependent upon experience and training as verified by the Executive Director of 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 11 (Longevity Step) will be provided in the following year upon completion of five 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

Section A5

All employees that worked full time of at least 50% or more for the past year and is on steps 1-8 as of July 1, 2016 will receive an additional one-time one step movement effective July 1, 2016.

Effective July 1, 2021

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.

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
- Blue Prints/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
- Blue Prints/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