

2023-2024 Schedule A

| KENNEWICK M&O   | STEP 1  | STEP 2  | STEP 3  | STEP 4   | LONGEVITY<br>.75% above<br>Step 4 | LONGEVITY<br>1.5% above<br>Step 4 | LONGEVITY<br>2.5% above<br>Step 4 |
|---|---------|---------|---------|----------|-----------------------------------|-----------------------------------|-----------------------------------|
|   | 0-1 yr  | 1-4 yrs | 5-7 yrs | 8-11 yrs | 12-15 yrs                         | 16-20 yrs                         | 21+ yrs.                          |
| <b>Mechanical Services</b>  |         |         |         |          |                                   |                                   |                                   |
| Journeyman  |         | \$36.05 | \$36.39 | \$36.72  | \$37.00                           | \$37.27                           | \$37.64                           |
| Worker  | \$26.66 | \$31.45 | \$31.77 | \$32.08  | \$32.32                           | \$32.56                           | \$32.88                           |
| Laborer   | \$26.13 | \$28.93 | \$29.23 | \$29.52  | \$29.74                           | \$29.96                           | \$30.26                           |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>Structural Services</b>  |         |         |         |          |                                   |                                   |                                   |
| Journeyman  |         | \$32.68 | \$33.00 | \$33.31  | \$33.56                           | \$33.81                           | \$34.14                           |
| Worker  | \$26.40 | \$30.79 | \$31.10 | \$31.42  | \$31.66                           | \$31.89                           | \$32.21                           |
| Laborer   | \$25.87 | \$27.72 | \$28.00 | \$28.28  | \$28.49                           | \$28.70                           | \$28.99                           |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>Grounds</b>  |         |         |         |          |                                   |                                   |                                   |
| Worker  | \$26.24 | \$28.88 | \$29.15 | \$29.41  | \$29.63                           | \$29.85                           | \$30.15                           |
| Laborer   | \$24.36 | \$24.86 | \$25.13 | \$25.40  | \$25.59                           | \$25.78                           | \$26.04                           |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>Warehouse Asst. Lead</b>   | \$24.86 | \$27.78 | \$28.06 | \$28.35  | \$28.56                           | \$28.78                           | \$29.06                           |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>Warehouse</b>  |         |         |         |          |                                   |                                   |                                   |
| Worker  | \$24.62 | \$25.23 | \$25.48 | \$25.72  | \$25.91                           | \$26.11                           | \$26.36                           |
| Laborer   | \$24.36 | \$24.86 | \$25.13 | \$25.40  | \$25.59                           | \$25.78                           | \$26.04                           |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>Printshop</b>  | \$24.86 | \$27.78 | \$28.06 | \$28.35  | \$28.56                           | \$28.78                           | \$29.06                           |
| <b>Printshop Lead</b>   | \$27.17 | \$30.09 | \$30.38 | \$30.66  | \$30.89                           | \$31.12                           | \$31.43                           |
| <b>Security</b>   | \$21.34 | \$23.53 | \$23.76 | \$24.00  | \$24.18                           | \$24.36                           | \$24.60                           |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>General Laborer</b>  | \$24.41 |         |         |          |                                   |                                   |                                   |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>Lampson Grounds/Custodian</b>  | \$21.83 | \$24.94 | \$25.20 | \$25.45  | \$25.64                           | \$25.83                           | \$26.09                           |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>Custodian</b>  | \$21.15 | \$24.04 | \$24.28 | \$24.50  | \$24.68                           | \$24.87                           | \$25.11                           |
| <b>Elem. Lead Custodian</b>   | \$21.92 | \$24.81 | \$25.04 | \$25.28  | \$25.47                           | \$25.66                           | \$25.91                           |
| <b>Assistant High School Lead Custodian</b>                             | \$21.81 | \$24.68 | \$24.92 | \$25.15  | \$25.34                           | \$25.53                           | \$25.78                           |
| <b>Middle and TT Lead Custodian</b>                                     | \$22.13 | \$25.01 | \$25.25 | \$25.49  | \$25.68                           | \$25.87                           | \$26.13                           |
| <b>High School Lead Custodian</b>                                       | \$22.45 | \$25.31 | \$25.57 | \$25.81  | \$26.00                           | \$26.20                           | \$26.46                           |
|   |         |         |         |          |                                   |                                   |                                   |
| <b>Differentials (added to base pay)</b>                                |         |         |         |          |                                   |                                   |                                   |
| <b>Swing</b>  | \$0.20  |         |         |          |                                   |                                   |                                   |
| <b>Grave</b>  | \$0.50  |         |         |          |                                   |                                   |                                   |
| <b>CDL Required (Leads)</b>   | \$0.50  |         |         |          |                                   |                                   |                                   |
| <b>CDL holders other than leads paid .50 an hour when utilizing CDL</b> |         |         |         |          |                                   |                                   |                                   |

Mechanical, Structural, Grounds, and Warehouse Lead positions shall be paid two dollars (\$2.00) more per hour than the highest position in their classification at the current step the Lead is in on Schedule A. Current Grounds and Warehouse Leads shall be grandfathered at their rate of pay until they change positions or leave the District (see attached MOU).