Federal Way Public Schools
International Union of Operating Engineers (IUOE)
SALARY SCHEDULE
September 1, 2025 - August 31, 2026

Position	Range	Yr 1	Yr 2-4	Yr 5-9	Yr 10-14	Yr 15-19	Yr 20-24	25+ Yrs
Secondary Custodians	01	$26.55	$27.87	$28.44	$28.99	$29.58	$30.18	$30.69
Elementary Custodian Truman Custodian	02	$27.55	$28.71	$29.29	$29.87	$30.47	$31.08	$31.59
Middle School Night Lead Custodian	03	$28.43	$30.14	$30.76	$31.37	$32.00	$32.63	$33.15
High School Night Lead Custodian	04	$28.94	$30.78	$31.40	$32.03	$32.67	$33.31	$33.83
Maintenance Helper Grounds Helper	05	$28.22	$28.82	$29.41	$29.99	$30.58	$31.20	$31.71
Elementary Head Custodian	06		$31.30	$31.93	$32.57	$33.23	$33.89	$34.40
Middle School Head Custodian Truman Head Custodian	07		$32.80	$33.44	$34.11	$34.79	$35.49	$36.01
High School Head Custodian Carpet/Floor Lead	08		$34.77	$35.46	$36.18	$36.89	$37.64	$38.15
Stadium Caretaker	09	$31.72	$32.83	$33.49	$34.15	$34.83	$35.54	$36.05
Skilled Maintenance & Grounds Technician General Skilled Maintenance - Central Kitchen Skilled Technician - Custodian	11	$39.30	$41.02	$41.85	$42.68	$43.54	$44.41	$44.93
Electrician, Plumber, HVAC Technician Facilities Maintenance Engineer	13		$44.34	$45.23	$46.13	$47.05	$48.00	$48.51
Central Kitchen General Skilled Maintenance Lead	14		$48.34	$49.30	$50.28	$51.29	$52.32	$52.84

Notes:
2024-25: IPD + 1.00%
Column added for 25+ Year; rate initially set to a $0.50 increase over prior column
2025-26: IPD + 0.50%
2026-27: IPD + 0.50%