Custodian and Grounds Hourly Rate Schedule

	Performance Level														
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	**15**
Custodian I (*)	11.51	11.86	12.21	12.58	12.95	13.34	13.74	14.16	14.58	15.02	15.47	15.93	16.41	16.90	17.41
Custodian II (**)	11.71	12.06	12.42	12.80	13.18	13.58	13.98	14.40	14.83	15.28	15.74	16.21	16.70	17.20	17.71
Lead Custodian (***)	11.97	12.33	12.70	13.08	13.47	13.88	14.29	14.72	15.16	15.62	16.09	16.57	17.07	17.58	18.11
Grounds I/Custodial Supervisor (****)	13.26	13.66	14.07	14.49	14.92	15.37	15.83	16.31	16.80	17.30	17.82	18.35	18.91	19.47	20.06
Grounds II (*****)	14.29	14.72	15.16	15.62	16.08	16.57	17.06	17.57	18.10	18.65	19.20	19.78	20.37	20.99	21.61
Grounds and Landscape Manager (******)	16.86	17.37	17.89	18.42	18.98	19.55	20.13	20.74	21.36	22.00	22.66	23.34	24.04	24.76	25.50

	Performance Level														
	16	**17**	**18**	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**
Custodian I (*)	17.76	18.11	18.48	18.85	19.22	19.61	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43
Custodian II (**)	18.07	18.43	18.80	19.17	19.56	19.95	20.35	20.75	21.17	21.59	22.02	22.46	22.91	23.37	23.84
Lead Custodian (***)	18.47	18.84	19.21	19.60	19.99	20.39	20.80	21.21	21.64	22.07	22.51	22.96	23.42	23.89	24.37
Grounds I/Custodial Supervisor (****)	20.46	20.87	21.28	21.71	22.14	22.59	23.04	23.50	23.97	24.45	24.94	25.44	25.95	26.46	26.99
Grounds II (*****)	22.05	22.49	22.94	23.40	23.86	24.34	24.83	25.33	25.83	26.35	26.88	27.41	27.96	28.52	29.09
Grounds and Landscape Manager (******)	26.01	26.53	27.06	27.60	28.16	28.72	29.29	29.88	30.48	31.09	31.71	32.34	32.99	33.65	34.32

Notes:

(*) - Custodian 1 is defined as entry level.

(**) - Custodian 2 is defined same as above, except the individual has demonstrated proficiency in stripping and waxing floor.

(***) - Lead Custodian is defined as one who has demonstrated the skills necessary for that of a Custodian 1 and 2, and has been appointed to a supervisory or lead position.

(****) - Grounds I/ Custodial Supervisor is defined as a entry or mid level grounds position or Supervisor of all custodial positions.

(*****) - Grounds II is defined as one that in addition to general grounds ability has demonstrated the skills in one or more of the following areas: welding, mechanical, concrete or irrigation, may also include supervisory role. Custodial Supervisor is defined as a working custodial position, but has additional responsibility for supervising night shift custodians.

(******) - Grounds and Landscape Manager is defined as one who preferably possesses a degree in turf management and in addition to normal grounds requirements, is responsible for the upkeep of athletic grounds and supervision of the grounds department.