

Federal Way Public Schools
International Union of Operating Engineers (IUOE)
SALARY SCHEDULE
September 1, 2026 - August 31, 2027

Position	Range	Yr 1	Yr 2-4	Yr 5-9	Yr 10-14	Yr 15-19	Yr 20-24	25+ Yrs
Secondary Custodians	01	\$27.37	\$28.73	\$29.32	\$29.89	\$30.50	\$31.12	\$31.64
Elementary Custodian Truman Custodian	02	\$28.40	\$29.60	\$30.20	\$30.80	\$31.41	\$32.04	\$32.57
Middle School Night Lead Custodian	03	\$29.31	\$31.07	\$31.71	\$32.34	\$32.99	\$33.64	\$34.18
High School Night Lead Custodian	04	\$29.84	\$31.73	\$32.37	\$33.02	\$33.68	\$34.34	\$34.88
Maintenance Helper Grounds Helper	05	\$29.09	\$29.71	\$30.32	\$30.92	\$31.53	\$32.17	\$32.69
Elementary Head Custodian	06		\$32.27	\$32.92	\$33.58	\$34.26	\$34.94	\$35.47
Middle School Head Custodian Truman Head Custodian	07		\$33.82	\$34.48	\$35.17	\$35.87	\$36.59	\$37.13
High School Head Custodian Carpet/Floor Lead	08		\$35.85	\$36.56	\$37.30	\$38.03	\$38.81	\$39.33
Stadium Caretaker	09	\$32.70	\$33.85	\$34.53	\$35.21	\$35.91	\$36.64	\$37.17
Skilled Maintenance & Grounds Technician General Skilled Maintenance - Central Kitchen Skilled Technician - Custodian	11	\$40.52	\$42.29	\$43.15	\$44.00	\$44.89	\$45.79	\$46.32
Electrician, Plumber, HVAC Technician Facilities Maintenance Engineer	13		\$45.71	\$46.63	\$47.56	\$48.51	\$49.49	\$50.01
Central Kitchen General Skilled Maintenance Lead	14		\$49.84	\$50.83	\$51.84	\$52.88	\$53.94	\$54.48

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%