Maintenance & Operations
Foreman Salary Schedule
2025-2026

Hourly Rates

Job Class Titles	Job Levels*		
	1	2	3
Foreman-Carpenter	37.03010	37.70556	38.38104
Foreman-Carpenter/Mason	37.62072	38.30733	38.99395
Foreman-Electrician	37.62072	38.30733	38.99395
Foreman-Electronics/Business Machines	37.62072	38.30733	38.99395
Foreman-Grounds Equipment Mechanic	35.02200	35.65959	36.29717
Foreman-Heavy Equipment Operator	37.62072	38.30733	38.99395
Foreman-HVAC	37.62072	38.30733	38.99395
Foreman-Irrigation	36.68885	37.35470	38.02690
Foreman-Laborer/Truck Driver	31.15016	31.71470	32.27921
Foreman-Lawn/Turf	31.05830	31.62108	32.18387
Foreman-Lawn/Turf/Painter	36.38697	37.05031	37.71365
Foreman-Certified Lawn/Ornamental/Pest Control	34.48388	35.11130	35.73873
Foreman-Locksmith	37.03010	37.70556	38.38103
Foreman-Maintenance Stockroom	34.48388	35.11130	35.73873
Foreman-Maintenance/Electrician	37.62072	38.30733	38.99395
Foreman-Mason	37.62072	38.30733	38.99395
Foreman-Mechanical	37.62072	38.30733	38.99395
Foreman-Painter	36.38697	37.05031	37.71365
Foreman-Painter/Mason	37.62072	38.30733	38.99395
Foreman-Roofer	36.38697	37.05031	37.71365
Foreman-Sheet Metal	37.01699	37.69221	38.36742
Foreman-Small Appliances	36.82010	37.49160	38.16310
Foreman-Utility Service	33.51264	34.12174	34.73085
Foreman-Utility Service/Welder	36.38697	37.05031	37.71365
Foreman-Vehicle Maintenance	38.60508	39.31028	40.01545
Foreman-Warehouse	34.48388	35.11130	35.73873

*JOB LEVELS based on a combination of employees supervised and number of trades under supervision as follows: Rate will be consistent with assignment and may change accordingly	
Foreman 1 (Level 1)	up to 10 employees and one trade under supervision
Foreman 2 (Level 2)	up to 10 employees and more than one trade under supervision **OR** over 10 employees and one trade under supervision
Foreman 3 (Level 3)	over 10 employees **AND** more than one trade under supervision

Board Approved: 6/23/2026