

**Addendum A**  
**MFPE Salary Schedule**  
**2026 - 2027**

|                | Lunch<br>Driver<br>Helper | Lunch<br>Driver | Custodian<br>I | Custodian<br>II w/LLBL | Custodian<br>II | Maintenance<br>Worker I | Custodian<br>III<br><br>Grounds-<br>keeper I<br><br>Warehouse<br>-man | Custodian<br>IV w/LLBL | Custodian<br>IV |
|----------------|---------------------------|-----------------|----------------|------------------------|-----------------|-------------------------|-----------------------------------------------------------------------|------------------------|-----------------|
| <b>Year 1</b>  | \$19.49                   | \$19.91         | \$20.99        | \$21.10                | \$21.20         | \$21.58                 | \$23.01                                                               | \$23.08                | \$23.16         |
| <b>Year 2</b>  | \$19.56                   | \$19.98         | \$21.06        | \$21.17                | \$21.27         | \$21.65                 | \$23.08                                                               | \$23.15                | \$23.23         |
| <b>Year 3</b>  | \$19.63                   | \$20.05         | \$21.13        | \$21.24                | \$21.34         | \$21.72                 | \$23.15                                                               | \$23.22                | \$23.30         |
| <b>Year 4</b>  | \$19.70                   | \$20.12         | \$21.20        | \$21.31                | \$21.41         | \$21.79                 | \$23.22                                                               | \$23.29                | \$23.37         |
| <b>Year 5</b>  | \$19.84                   | \$20.26         | \$21.34        | \$21.45                | \$21.55         | \$21.93                 | \$23.36                                                               | \$23.43                | \$23.51         |
| <b>Year 6</b>  | \$19.91                   | \$20.33         | \$21.41        | \$21.52                | \$21.62         | \$22.00                 | \$23.43                                                               | \$23.50                | \$23.58         |
| <b>Year 7</b>  | \$19.98                   | \$20.40         | \$21.48        | \$21.59                | \$21.69         | \$22.07                 | \$23.50                                                               | \$23.57                | \$23.65         |
| <b>Year 8</b>  | \$20.05                   | \$20.47         | \$21.55        | \$21.66                | \$21.76         | \$22.14                 | \$23.57                                                               | \$23.64                | \$23.72         |
| <b>Year 9</b>  | \$20.12                   | \$20.54         | \$21.62        | \$21.73                | \$21.83         | \$22.21                 | \$23.64                                                               | \$23.71                | \$23.79         |
| <b>Year 10</b> | \$20.27                   | \$20.69         | \$21.77        | \$21.88                | \$21.98         | \$22.36                 | \$23.79                                                               | \$23.86                | \$23.94         |
| <b>Year 11</b> | \$20.34                   | \$20.76         | \$21.84        | \$21.95                | \$22.05         | \$22.43                 | \$23.86                                                               | \$23.93                | \$24.01         |
| <b>Year 12</b> | \$20.41                   | \$20.83         | \$21.91        | \$22.02                | \$22.12         | \$22.50                 | \$23.93                                                               | \$24.00                | \$24.08         |
| <b>Year 13</b> | \$20.48                   | \$20.90         | \$21.98        | \$22.09                | \$22.19         | \$22.57                 | \$24.00                                                               | \$24.07                | \$24.15         |
| <b>Year 14</b> | \$20.55                   | \$20.97         | \$22.05        | \$22.16                | \$22.26         | \$22.64                 | \$24.07                                                               | \$24.14                | \$24.22         |
| <b>Year 15</b> | \$20.70                   | \$21.12         | \$22.20        | \$22.31                | \$22.41         | \$22.79                 | \$24.22                                                               | \$24.29                | \$24.37         |
| <b>Year 16</b> | \$20.77                   | \$21.19         | \$22.27        | \$22.38                | \$22.48         | \$22.86                 | \$24.29                                                               | \$24.36                | \$24.44         |
| <b>Year 17</b> | \$20.84                   | \$21.26         | \$22.34        | \$22.45                | \$22.55         | \$22.93                 | \$24.36                                                               | \$24.43                | \$24.51         |
| <b>Year 18</b> | \$20.91                   | \$21.33         | \$22.41        | \$22.52                | \$22.62         | \$23.00                 | \$24.43                                                               | \$24.50                | \$24.58         |
| <b>Year 19</b> | \$20.98                   | \$21.40         | \$22.48        | \$22.59                | \$22.69         | \$23.07                 | \$24.50                                                               | \$24.57                | \$24.65         |
| <b>Year 20</b> | \$21.13                   | \$21.55         | \$22.63        | \$22.74                | \$22.84         | \$23.22                 | \$24.65                                                               | \$24.72                | \$24.80         |
| <b>Year 21</b> | \$21.20                   | \$21.62         | \$22.70        | \$22.81                | \$22.91         | \$23.29                 | \$24.72                                                               | \$24.79                | \$24.87         |
| <b>Year 22</b> | \$21.27                   | \$21.69         | \$22.77        | \$22.88                | \$22.98         | \$23.36                 | \$24.79                                                               | \$24.86                | \$24.94         |
| <b>Year 23</b> | \$21.34                   | \$21.76         | \$22.84        | \$22.95                | \$23.05         | \$23.43                 | \$24.86                                                               | \$24.93                | \$25.01         |
| <b>Year 24</b> | \$21.41                   | \$21.83         | \$22.91        | \$23.02                | \$23.12         | \$23.50                 | \$24.93                                                               | \$25.00                | \$25.08         |
| <b>Year 25</b> | \$21.55                   | \$21.97         | \$23.05        | \$23.16                | \$23.26         | \$23.64                 | \$25.07                                                               | \$25.14                | \$25.22         |

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|                | Grounds-<br>keeper II                 | Grounds-<br>keeper<br>III | Custodian V<br>w/LLBL | Custodian V | Custodian VI<br>w/LLBL | Custodian VI | Carpenter | Carpenter<br>Foreman/<br>Hardware<br>Technician |
|----------------|---------------------------------------|---------------------------|-----------------------|-------------|------------------------|--------------|-----------|-------------------------------------------------|
|                | Custodian V<br>w/no boiler<br>license |                           |                       |             |                        |              | Painter   | Custodian<br>Foreman                            |
|                |                                       |                           |                       |             |                        |              |           | Electrician,<br>Plumber                         |
|                |                                       |                           |                       |             |                        |              |           | Painter<br>Foreman                              |
|                |                                       |                           |                       |             |                        |              |           | Temperature<br>Control<br>Mechanic              |
|                |                                       |                           |                       |             |                        |              |           | Grounds<br>Foreman                              |
|                |                                       |                           |                       |             |                        |              |           | Warehouse<br>Foreman                            |
| <b>Year 1</b>  | \$23.69                               | \$24.07                   | \$24.33               | \$24.83     | \$25.84                | \$26.36      | \$28.58   | \$31.96                                         |
| <b>Year 2</b>  | \$23.76                               | \$24.14                   | \$24.40               | \$24.90     | \$25.91                | \$26.43      | \$28.65   | \$32.03                                         |
| <b>Year 3</b>  | \$23.83                               | \$24.21                   | \$24.47               | \$24.97     | \$25.98                | \$26.50      | \$28.72   | \$32.10                                         |
| <b>Year 4</b>  | \$23.90                               | \$24.28                   | \$24.54               | \$25.04     | \$26.05                | \$26.57      | \$28.79   | \$32.17                                         |
| <b>Year 5</b>  | \$24.04                               | \$24.42                   | \$24.68               | \$25.18     | \$26.19                | \$26.71      | \$28.93   | \$32.31                                         |
| <b>Year 6</b>  | \$24.11                               | \$24.49                   | \$24.75               | \$25.25     | \$26.26                | \$26.78      | \$29.00   | \$32.38                                         |
| <b>Year 7</b>  | \$24.18                               | \$24.56                   | \$24.82               | \$25.32     | \$26.33                | \$26.85      | \$29.07   | \$32.45                                         |
| <b>Year 8</b>  | \$24.25                               | \$24.63                   | \$24.89               | \$25.39     | \$26.40                | \$26.92      | \$29.14   | \$32.52                                         |
| <b>Year 9</b>  | \$24.32                               | \$24.70                   | \$24.96               | \$25.46     | \$26.47                | \$26.99      | \$29.21   | \$32.59                                         |
| <b>Year 10</b> | \$24.47                               | \$24.85                   | \$25.11               | \$25.61     | \$26.62                | \$27.14      | \$29.36   | \$32.74                                         |
| <b>Year 11</b> | \$24.54                               | \$24.92                   | \$25.18               | \$25.68     | \$26.69                | \$27.21      | \$29.43   | \$32.81                                         |
| <b>Year 12</b> | \$24.61                               | \$24.99                   | \$25.25               | \$25.75     | \$26.76                | \$27.28      | \$29.50   | \$32.88                                         |
| <b>Year 13</b> | \$24.68                               | \$25.06                   | \$25.32               | \$25.82     | \$26.83                | \$27.35      | \$29.57   | \$32.95                                         |
| <b>Year 14</b> | \$24.75                               | \$25.13                   | \$25.39               | \$25.89     | \$26.90                | \$27.42      | \$29.64   | \$33.02                                         |
| <b>Year 15</b> | \$24.90                               | \$25.28                   | \$25.54               | \$26.04     | \$27.05                | \$27.57      | \$29.79   | \$33.17                                         |
| <b>Year 16</b> | \$24.97                               | \$25.35                   | \$25.61               | \$26.11     | \$27.12                | \$27.64      | \$29.86   | \$33.24                                         |
| <b>Year 17</b> | \$25.04                               | \$25.42                   | \$25.68               | \$26.18     | \$27.19                | \$27.71      | \$29.93   | \$33.31                                         |
| <b>Year 18</b> | \$25.11                               | \$25.49                   | \$25.75               | \$26.25     | \$27.26                | \$27.78      | \$30.00   | \$33.38                                         |
| <b>Year 19</b> | \$25.18                               | \$25.56                   | \$25.82               | \$26.32     | \$27.33                | \$27.85      | \$30.07   | \$33.45                                         |
| <b>Year 20</b> | \$25.33                               | \$25.71                   | \$25.97               | \$26.47     | \$27.48                | \$28.00      | \$30.22   | \$33.60                                         |
| <b>Year 21</b> | \$25.40                               | \$25.78                   | \$26.04               | \$26.54     | \$27.55                | \$28.07      | \$30.29   | \$33.67                                         |
| <b>Year 22</b> | \$25.47                               | \$25.85                   | \$26.11               | \$26.61     | \$27.62                | \$28.14      | \$30.36   | \$33.74                                         |
| <b>Year 23</b> | \$25.54                               | \$25.92                   | \$26.18               | \$26.68     | \$27.69                | \$28.21      | \$30.43   | \$33.81                                         |
| <b>Year 24</b> | \$25.61                               | \$25.99                   | \$26.25               | \$26.75     | \$27.76                | \$28.28      | \$30.50   | \$33.88                                         |
| <b>Year 25</b> | \$25.75                               | \$26.13                   | \$26.39               | \$26.89     | \$27.90                | \$28.42      | \$30.64   | \$34.02                                         |