

IUOE

2026-2027 Salary Schedule

REGULAR > 5 YEARS >10 YEARS >15 YEARS > 20 YRS > 25 YRS

CUSTODIANS

Custodian III	\$27.36	\$27.91	\$28.47	\$29.03	\$29.62	\$30.21
Custodian II	\$25.27	\$25.78	\$26.29	\$26.82	\$27.35	\$27.90
Custodian I	\$24.04	\$24.52	\$25.01	\$25.51	\$26.02	\$26.54
*Custodian Substitute	\$19.84					

AAAA	\$34.41	\$35.10	\$35.80	\$36.52	\$37.25	\$37.99
AAA	\$32.22	\$32.86	\$33.52	\$34.19	\$34.88	\$35.57
AA	\$30.53	\$31.15	\$31.77	\$32.40	\$33.05	\$33.71
A	\$28.58	\$29.15	\$29.73	\$30.33	\$30.94	\$31.55
B	\$26.92	\$27.46	\$28.01	\$28.57	\$29.14	\$29.73
D	\$24.29	\$24.77	\$25.27	\$25.77	\$26.29	\$26.82
*E	min. wage	N/A	N/A	N/A	N/A	
Print Shop Lead	\$32.46	\$33.11	\$33.77	\$34.45	\$35.14	\$35.84

MECHANIC W/ASE CERTIFICATION(S)

Bus Specialist/Parts	\$31.83	\$32.46	\$33.11	\$33.77	\$34.45	\$35.14	Mechanics who earn ASE 6+ (Master) certification will receive an additional 4% wage increase.
Mechanic I	\$35.65	\$36.36	\$37.09	\$37.83	\$38.58	\$39.36	
Mechanic II	\$36.77	\$37.51	\$38.26	\$39.02	\$39.80	\$40.60	
Mechanic III	\$39.22	\$40.00	\$40.81	\$41.62	\$42.45	\$43.30	
Lead Mechanic	\$40.71	\$41.52	\$42.35	\$43.20	\$44.06	\$44.94	

CLASS AAA SPECIALIST

Carpenter
Electrician
Plumber
Refrigeration Specialist
Systems Specialist
Mechanic
Utility Crafts
Locksmith

CLASS AAA SPECIALIST

Irrigation Specialist
Painter
Utility Crafts-Swing Shift
Asst. System Specialist
Groundsperson
Service Technician/Custodian
Warehouseperson

CLASS AA SPECIALIST

Printer
Warehouseperson

CLASS A SEMI-SPECIALIST

MAINTENANCE

Deliveryperson
Printshop Operator
Mail Courier

CLASS B

Bus Washer, Fuel & Light Mech

Class D

Temporary Craft Worker

Class E

Temporary Hourly Worker

CUSTODIAN III

Booth Day Custodian
Head Custodian
NHHS Custodian

CUSTODIAN II

Booth Night Custodian
Grounds Custodian
Lead Custodian

CUSTODIAN I

Night Custodian
Regular Custodian

GRAVEYARD SHIFT

\$0.75 above base rate