# LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, OTHELLO CHAPTER AND THE OTHELLO DISTRICT #174-163-55 PURSUANT TO ARTICLE XIII, SECTION 13.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

For the 2026-2027 school year, Schedule A wages will be increased by 3%.

Additionally, the Warehouse position at Step 1 will increase by $1.36 per hour

This Letter of Agreement shall become effective September 1, 2026, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON / SEIU LOCAL 1948

OTHELLO CHAPTER

BY:_____
Denise Eckelbarger, Chapter President

DATE:_____

OTHELLO SCHOOL DISTRICT #174-163-55

BY:_____
Sandra Villarreal, Executive Director of HR

DATE:_____

**OTHELLO SCHOOL DISTRICT #127-163-55**
**SCHEDULE A SEPTEMBER 1, 2026 - AUGUST 31, 2027**

| SECRETARIAL | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | 30 Years | 35 Years | 40 Years |
| | Credits | Step I | Step II | $0.20 | $0.20 | $0.30 | $0.40 | $0.50 | $0.60 | $0.70 | $0.80 |
| DIST MIG RCDS CLK (S) | 0-14 | 22.47 | 23.63 | 23.83 | 24.03 | 24.33 | 24.73 | 25.23 | 25.83 | 26.53 | 27.33 |
| | 15-29 | 23.00 | 24.13 | 24.33 | 24.53 | 24.83 | 25.23 | 25.73 | 26.33 | 27.03 | 27.83 |
| | 30-44 | | 24.74 | 24.94 | 25.14 | 25.44 | 25.84 | 26.34 | 26.94 | 27.64 | 28.44 |
| | 45+ | | 25.33 | 25.53 | 25.73 | 26.03 | 26.43 | 26.93 | 27.53 | 28.23 | 29.03 |
| BLDG SECRETARY<br>OHS ASB BK<br>TRANS/MAINT SEC<br>SPEC ED SECRETARY (A) | 0-14 | 25.08 | 27.72 | 27.92 | 28.12 | 28.42 | 28.82 | 29.32 | 29.92 | 30.62 | 31.42 |
| | 15-29 | 25.57 | 28.26 | 28.46 | 28.66 | 28.96 | 29.36 | 29.86 | 30.46 | 31.16 | 31.96 |
| | 30-44 | | 28.82 | 29.02 | 29.22 | 29.52 | 29.92 | 30.42 | 31.02 | 31.72 | 32.52 |
| | 45+ | | 29.37 | 29.57 | 29.77 | 30.07 | 30.47 | 30.97 | 31.57 | 32.27 | 33.07 |
| DEPARTMENT SEC (A) | 0-14 | 24.59 | 27.28 | 27.48 | 27.68 | 27.98 | 28.38 | 28.88 | 29.48 | 30.18 | 30.98 |
| | 15-29 | 25.13 | 27.84 | 28.04 | 28.24 | 28.54 | 28.94 | 29.44 | 30.04 | 30.74 | 31.54 |
| | 30-44 | | 28.39 | 28.59 | 28.79 | 29.09 | 29.49 | 29.99 | 30.59 | 31.29 | 32.09 |
| | 45+ | | 28.98 | 29.18 | 29.38 | 29.68 | 30.08 | 30.58 | 31.18 | 31.88 | 32.68 |
| NON-INSTRUCTIONAL PROGRAM SECRETARIAL (A) | 0-14 | 23.02 | 25.01 | 25.21 | 25.41 | 25.71 | 26.11 | 26.61 | 27.21 | 27.91 | 28.71 |
| | 15-29 | 24.08 | 26.08 | 26.28 | 26.48 | 26.78 | 27.18 | 27.68 | 28.28 | 28.98 | 29.78 |
| | 30-44 | | 26.77 | 26.97 | 27.17 | 27.47 | 27.87 | 28.37 | 28.97 | 29.67 | 30.47 |
| | 45+ | | 27.48 | 27.68 | 27.88 | 28.18 | 28.58 | 29.08 | 29.68 | 30.38 | 31.18 |
| DATA PROCESSING COORDINATOR (AA) | 0-14 | 27.03 | 28.33 | 28.53 | 28.73 | 29.03 | 29.43 | 29.93 | 30.53 | 31.23 | 32.03 |
| | 15-29 | 27.54 | 28.84 | 29.04 | 29.24 | 29.54 | 29.94 | 30.44 | 31.04 | 31.74 | 32.54 |
| | 30-44 | | 29.63 | 29.83 | 30.03 | 30.33 | 30.73 | 31.23 | 31.83 | 32.53 | 33.33 |
| | 45+ | | 30.16 | 30.36 | 30.56 | 30.86 | 31.26 | 31.76 | 32.36 | 33.06 | 33.86 |
| **TECHNOLOGY DEPARTMENT** | | | | | | | | | | | |
| | | | | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | 30 Years | 35 Years | 40 Years |
| | Credits | Step I | Step II | $0.20 | $0.20 | $0.30 | $0.40 | $0.50 | $0.60 | $0.70 | $0.80 |
| COMPUTER TECHNICIAN I (AAA) | 0-14 | 29.10 | 31.22 | 31.42 | 31.62 | 31.92 | 32.32 | 32.82 | 33.42 | 34.12 | 34.92 |
| | 15-29 | 29.76 | 31.71 | 31.91 | 32.11 | 32.41 | 32.81 | 33.31 | 33.91 | 34.61 | 35.41 |
| | 30-44 | | 32.33 | 32.53 | 32.73 | 33.03 | 33.43 | 33.93 | 34.53 | 35.23 | 36.03 |
| | 45+ | | 32.96 | 33.16 | 33.36 | 33.66 | 34.06 | 34.56 | 35.16 | 35.86 | 36.66 |
| COMPUTER TECHNICIAN II (AAA) | 0-14 | 32.49 | 34.55 | 34.75 | 34.95 | 35.25 | 35.65 | 36.15 | 36.75 | 37.45 | 38.25 |
| | 15-29 | 33.16 | 35.05 | 35.25 | 35.45 | 35.75 | 36.15 | 36.65 | 37.25 | 37.95 | 38.75 |
| | 30-44 | | 35.67 | 35.87 | 36.07 | 36.37 | 36.77 | 37.27 | 37.87 | 38.57 | 39.37 |
| | 45+ | | 36.30 | 36.50 | 36.70 | 37.00 | 37.40 | 37.90 | 38.50 | 39.20 | 40.00 |

| HEALTH SERVICES | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | 30 Years | 35 Years | 40 Years |
| | Credits | Step I | Step II | $0.20 | $0.20 | $0.30 | $0.40 | $0.50 | $0.60 | $0.70 | $0.80 |
| HEALTH ROOM ASST (O) | 0-14 | 22.15 | 23.29 | 23.49 | 23.69 | 23.99 | 24.39 | 24.89 | 25.49 | 26.19 | 26.99 |
| | 15-29 | 22.64 | 23.80 | 24.00 | 24.20 | 24.50 | 24.90 | 25.40 | 26.00 | 26.70 | 27.50 |
| | 30-44 | | 24.43 | 24.63 | 24.83 | 25.13 | 25.53 | 26.03 | 26.63 | 27.33 | 28.13 |
| | 45+ | | 24.92 | 25.12 | 25.32 | 25.62 | 26.02 | 26.52 | 27.12 | 27.82 | 28.62 |
| **PARA-PROFESSIONALS** | | | | | | | | | | | |
| | | | | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | 30 Years | 35 Years | 40 Years |
| | Credits | Step I | Step II | $0.20 | $0.20 | $0.30 | $0.40 | $0.50 | $0.60 | $0.70 | $0.80 |
| PARAPROFESSIONAL (D) | 0-14 | 21.45 | 22.71 | 22.91 | 23.11 | 23.41 | 23.81 | 24.31 | 24.91 | 25.61 | 26.41 |
| | 15-29 | 23.07 | 24.35 | 24.55 | 24.75 | 25.05 | 25.45 | 25.95 | 26.55 | 27.25 | 28.05 |
| | 30-44 | | 25.16 | 25.36 | 25.56 | 25.86 | 26.26 | 26.76 | 27.36 | 28.06 | 28.86 |
| | 45+ | | 26.01 | 26.21 | 26.41 | 26.71 | 27.11 | 27.61 | 28.21 | 28.91 | 29.71 |
| SPECIAL EDUCATION PARAPROFESSIONAL (D) | 0-14 | 22.93 | 24.18 | 24.38 | 24.58 | 24.88 | 25.28 | 25.78 | 26.38 | 27.08 | 27.88 |
| | 15-29 | 24.53 | 25.82 | 26.02 | 26.22 | 26.52 | 26.92 | 27.42 | 28.02 | 28.72 | 29.52 |
| | 30-44 | | 26.63 | 26.83 | 27.03 | 27.33 | 27.73 | 28.23 | 28.83 | 29.53 | 30.33 |
| | 45+ | | 27.46 | 27.66 | 27.86 | 28.16 | 28.56 | 29.06 | 29.66 | 30.36 | 31.16 |
| PARAPROFESSIONAL PRESCHOOL LEAD (DD) | 0-14 | 24.82 | 26.08 | 26.28 | 26.48 | 26.78 | 27.18 | 27.68 | 28.28 | 28.98 | 29.78 |
| | 15-29 | 26.45 | 27.73 | 27.93 | 28.13 | 28.43 | 28.83 | 29.33 | 29.93 | 30.63 | 31.43 |
| | 30-44 | | 28.54 | 28.74 | 28.94 | 29.24 | 29.64 | 30.14 | 30.74 | 31.44 | 32.24 |
| | 45+ | | 29.38 | 29.58 | 29.78 | 30.08 | 30.48 | 30.98 | 31.58 | 32.28 | 33.08 |
| MUSIC ACCOMPANIST | 0-14 | 25.46 | 26.87 | 27.07 | 27.27 | 27.57 | 27.97 | 28.47 | 29.07 | 29.77 | 30.57 |
| | 15-29 | 27.08 | 28.56 | 28.76 | 28.96 | 29.26 | 29.66 | 30.16 | 30.76 | 31.46 | 32.26 |
| | 30-44 | | 30.14 | 30.34 | 30.54 | 30.84 | 31.24 | 31.74 | 32.34 | 33.04 | 33.84 |
| | 45+ | | 31.79 | 31.99 | 32.19 | 32.49 | 32.89 | 33.39 | 33.99 | 34.69 | 35.49 |
| MIGRANT STUDENT ADVOCATE (MM) | 0-14 | 26.06 | 27.17 | 27.37 | 27.57 | 27.87 | 28.27 | 28.77 | 29.37 | 30.07 | 30.87 |
| | 15-29 | 27.36 | 28.47 | 28.67 | 28.87 | 29.17 | 29.57 | 30.07 | 30.67 | 31.37 | 32.17 |
| | 30-44 | | 29.09 | 29.29 | 29.49 | 29.79 | 30.19 | 30.69 | 31.29 | 31.99 | 32.79 |
| | 45+ | | 29.71 | 29.91 | 30.11 | 30.41 | 30.81 | 31.31 | 31.91 | 32.61 | 33.41 |
| HOME VISITOR (N) | 0-14 | 24.26 | 25.41 | 25.61 | 25.81 | 26.11 | 26.51 | 27.01 | 27.61 | 28.31 | 29.11 |
| | 15-29 | 24.75 | 25.99 | 26.19 | 26.39 | 26.69 | 27.09 | 27.59 | 28.19 | 28.89 | 29.69 |
| | 30-44 | | 26.57 | 26.77 | 26.97 | 27.27 | 27.67 | 28.17 | 28.77 | 29.47 | 30.27 |
| | 45+ | | 27.18 | 27.38 | 27.58 | 27.88 | 28.28 | 28.78 | 29.38 | 30.08 | 30.88 |

| PARA-PROFESSIONALS CONTINUED | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **CDS ASSOCIATE (U)** | 0-14 | 24.10 | 25.18 | 25.38 | 25.58 | 25.88 | 26.28 | 26.78 | 27.38 | 28.08 | 28.88 |
| | 15-29 | 24.62 | 25.72 | 25.92 | 26.12 | 26.42 | 26.82 | 27.32 | 27.92 | 28.62 | 29.42 |
| | 30-44 | | 26.30 | 26.50 | 26.70 | 27.00 | 27.40 | 27.90 | 28.50 | 29.20 | 30.00 |
| | 45+ | | 26.90 | 27.10 | 27.30 | 27.60 | 28.00 | 28.50 | 29.10 | 29.80 | 30.60 |
| **BRAILLIST (UU)** | 0-14 | 33.19 | 34.32 | 34.52 | 34.72 | 35.02 | 35.42 | 35.92 | 36.52 | 37.22 | 38.02 |
| | 15-29 | 34.96 | 35.98 | 36.18 | 36.38 | 36.68 | 37.08 | 37.58 | 38.18 | 38.88 | 39.68 |
| | 30-44 | | 36.63 | 36.83 | 37.03 | 37.33 | 37.73 | 38.23 | 38.83 | 39.53 | 40.33 |
| | 45+ | | 37.27 | 37.47 | 37.67 | 37.97 | 38.37 | 38.87 | 39.47 | 40.17 | 40.97 |

| DINING SERVICES | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | **5 Years** | **10 Years** | **15 Years** | **20 Years** | **25 Years** | **30 Years** | **35 Years** | **40 Years** |
| | **Credits** | **Step I** | **Step II** | **$0.20** | **$0.20** | **$0.30** | **$0.40** | **$0.50** | **$0.60** | **$0.70** | **$0.80** |
| **KITCHEN ASST (Y)** | 0-14 | 21.05 | 23.32 | 23.52 | 23.72 | 24.02 | 24.42 | 24.92 | 25.52 | 26.22 | 27.02 |
| | 15-29 | 21.59 | 23.90 | 24.10 | 24.30 | 24.60 | 25.00 | 25.50 | 26.10 | 26.80 | 27.60 |
| | 30-44 | | 24.44 | 24.64 | 24.84 | 25.14 | 25.54 | 26.04 | 26.64 | 27.34 | 28.14 |
| | 45+ | | 24.99 | 25.19 | 25.39 | 25.69 | 26.09 | 26.59 | 27.19 | 27.89 | 28.69 |
| **ASST COOK (X)** | 0-14 | 21.66 | 24.44 | 24.64 | 24.84 | 25.14 | 25.54 | 26.04 | 26.64 | 27.34 | 28.14 |
| | 15-29 | 22.15 | 24.99 | 25.19 | 25.39 | 25.69 | 26.09 | 26.59 | 27.19 | 27.89 | 28.69 |
| | 30-44 | | 25.53 | 25.73 | 25.93 | 26.23 | 26.63 | 27.13 | 27.73 | 28.43 | 29.23 |
| | 45+ | | 26.08 | 26.28 | 26.48 | 26.78 | 27.18 | 27.68 | 28.28 | 28.98 | 29.78 |
| **HEAD COOK (E)** | 0-14 | 22.51 | 25.73 | 25.93 | 26.13 | 26.43 | 26.83 | 27.33 | 27.93 | 28.63 | 29.43 |
| | 15-29 | 23.06 | 26.28 | 26.48 | 26.68 | 26.98 | 27.38 | 27.88 | 28.48 | 29.18 | 29.98 |
| | 30-44 | | 26.82 | 27.02 | 27.22 | 27.52 | 27.92 | 28.42 | 29.02 | 29.72 | 30.52 |
| | 45+ | | 27.37 | 27.57 | 27.77 | 28.07 | 28.47 | 28.97 | 29.57 | 30.27 | 31.07 |
| **FOOD SERVICE/ WAREHOUSE/DEL(B)** | 0-14 | 23.91 | 27.33 | 27.53 | 27.73 | 28.03 | 28.43 | 28.93 | 29.53 | 30.23 | 31.03 |
| | 15-29 | 24.49 | 27.90 | 28.10 | 28.30 | 28.60 | 29.00 | 29.50 | 30.10 | 30.80 | 31.60 |
| | 30-44 | | 28.48 | 28.68 | 28.88 | 29.18 | 29.58 | 30.08 | 30.68 | 31.38 | 32.18 |
| | 45+ | | 29.07 | 29.27 | 29.47 | 29.77 | 30.17 | 30.67 | 31.27 | 31.97 | 32.77 |
| **FRESH FRUIT & VEGETABLE COORDINATOR** | 0-14 | 21.96 | 25.09 | 25.29 | 25.49 | 25.79 | 26.19 | 26.69 | 27.29 | 27.99 | 28.79 |
| | 15-29 | 22.51 | 25.65 | 25.85 | 26.05 | 26.35 | 26.75 | 27.25 | 27.85 | 28.55 | 29.35 |
| | 30-44 | | 26.19 | 26.39 | 26.59 | 26.89 | 27.29 | 27.79 | 28.39 | 29.09 | 29.89 |
| | 45+ | | 26.74 | 26.94 | 27.14 | 27.44 | 27.84 | 28.34 | 28.94 | 29.64 | 30.44 |
| **TRANSPORTATION** | | | | | | | | | | | |
| **BUS MONITOR** | 0-14 | 19.12 | 19.88 | 20.08 | 20.28 | 20.58 | 20.98 | 21.48 | 22.08 | 22.78 | 23.58 |
| | 15-29 | 19.61 | 20.39 | 20.59 | 20.79 | 21.09 | 21.49 | 21.99 | 22.59 | 23.29 | 24.09 |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| **BUS MONITOR** | 30-44 | | 21.05 | 21.25 | 21.45 | 21.75 | 22.15 | 22.65 | 23.25 | 23.95 | 24.75 |
| | 45+ | | 21.65 | 21.85 | 22.05 | 22.35 | 22.75 | 23.25 | 23.85 | 24.55 | 25.35 |
| **TRANSPORTATION (continued)** | | | | | | | | | | | |
| **BUS DRIVER (F)** | 0-14 | 27.68 | 28.84 | 29.04 | 29.24 | 29.54 | 29.94 | 30.44 | 31.04 | 31.74 | 32.54 |
| | 15-29 | 28.18 | 29.36 | 29.56 | 29.76 | 30.06 | 30.46 | 30.96 | 31.56 | 32.26 | 33.06 |
| | 30-44 | | 30.00 | 30.20 | 30.40 | 30.70 | 31.10 | 31.60 | 32.20 | 32.90 | 33.70 |
| | 45+ | | 30.62 | 30.82 | 31.02 | 31.32 | 31.72 | 32.22 | 32.82 | 33.52 | 34.32 |
| **DRIVER TRAINER (V)** | 0-14 | 28.72 | 30.02 | 30.22 | 30.42 | 30.72 | 31.12 | 31.62 | 32.22 | 32.92 | 33.72 |
| | 15-29 | 29.24 | 30.46 | 30.66 | 30.86 | 31.16 | 31.56 | 32.06 | 32.66 | 33.36 | 34.16 |
| | 30-44 | | 31.09 | 31.29 | 31.49 | 31.79 | 32.19 | 32.69 | 33.29 | 33.99 | 34.79 |
| | 45+ | | 31.65 | 31.85 | 32.05 | 32.35 | 32.75 | 33.25 | 33.85 | 34.55 | 35.35 |
| **CAR ROUTE DRIVER** | 0-14 | 23.94 | 24.71 | 24.91 | 25.11 | 25.41 | 25.81 | 26.31 | 26.91 | 27.61 | 28.41 |
| | 15-29 | | 25.33 | 25.53 | 25.73 | 26.03 | 26.43 | 26.93 | 27.53 | 28.23 | 29.03 |
| | 30-44 | | 26.00 | 26.20 | 26.40 | 26.70 | 27.10 | 27.60 | 28.20 | 28.90 | 29.70 |
| | 45+ | | 26.59 | 26.79 | 26.99 | 27.29 | 27.69 | 28.19 | 28.79 | 29.49 | 30.29 |
| **MECHANIC ASST I (Z)** | 0-14 | 27.92 | 29.97 | 30.17 | 30.37 | 30.67 | 31.07 | 31.57 | 32.17 | 32.87 | 33.67 |
| | 15-29 | 28.43 | 30.53 | 30.73 | 30.93 | 31.23 | 31.63 | 32.13 | 32.73 | 33.43 | 34.23 |
| | 30-44 | | 31.09 | 31.29 | 31.49 | 31.79 | 32.19 | 32.69 | 33.29 | 33.99 | 34.79 |
| | 45+ | | 31.63 | 31.83 | 32.03 | 32.33 | 32.73 | 33.23 | 33.83 | 34.53 | 35.33 |
| **MECHANIC (I)** | 0-14 | 34.75 | 37.10 | 37.30 | 37.50 | 37.80 | 38.20 | 38.70 | 39.30 | 40.00 | 40.80 |
| | 15-29 | 35.23 | 37.65 | 37.85 | 38.05 | 38.35 | 38.75 | 39.25 | 39.85 | 40.55 | 41.35 |
| | 30-44 | | 38.19 | 38.39 | 38.59 | 38.89 | 39.29 | 39.79 | 40.39 | 41.09 | 41.89 |
| | 45+ | | 38.76 | 38.96 | 39.16 | 39.46 | 39.86 | 40.36 | 40.96 | 41.66 | 42.46 |
| **CUSTODIAL DEPARTMENT** | | | | | | | | | | | |
| | | | | **5 Years** | **10 Years** | **15 Years** | **20 Years** | **25 Years** | **30 Years** | **35 Years** | **40 Years** |
| | **Credits** | **Step I** | **Step II** | **$0.20** | **$0.20** | **$0.30** | **$0.40** | **$0.50** | **$0.60** | **$0.70** | **$0.80** |
| **CUSTODIAN (C)**<br>**Lead 1.50/hour**<br>**Swing $.33/hour** | 0-14 | 26.54 | 27.70 | 27.90 | 28.10 | 28.40 | 28.80 | 29.30 | 29.90 | 30.60 | 31.40 |
| | 15-29 | 27.05 | 28.22 | 28.42 | 28.62 | 28.92 | 29.32 | 29.82 | 30.42 | 31.12 | 31.92 |
| | 30-44 | | 28.82 | 29.02 | 29.22 | 29.52 | 29.92 | 30.42 | 31.02 | 31.72 | 32.52 |
| | 45+ | | 29.39 | 29.59 | 29.79 | 30.09 | 30.49 | 30.99 | 31.59 | 32.29 | 33.09 |
| **MAINTENANCE DEPARTMENT** | | | | | | | | | | | |
| **GROUNDSKEEPER ASST (T)** | 0-14 | 24.13 | 25.30 | 25.50 | 25.70 | 26.00 | 26.40 | 26.90 | 27.50 | 28.20 | 29.00 |
| | 15-29 | 24.65 | 25.79 | 25.99 | 26.19 | 26.49 | 26.89 | 27.39 | 27.99 | 28.69 | 29.49 |
| | 30-44 | | 26.44 | 26.64 | 26.84 | 27.14 | 27.54 | 28.04 | 28.64 | 29.34 | 30.14 |
| | 45+ | | 27.07 | 27.27 | 27.47 | 27.77 | 28.17 | 28.67 | 29.27 | 29.97 | 30.77 |
| **GROUNDSKEEPER (J)** | 0-14 | 27.62 | 28.55 | 28.75 | 28.95 | 29.25 | 29.65 | 30.15 | 30.75 | 31.45 | 32.25 |
| | 15-29 | 28.11 | 29.08 | 29.28 | 29.48 | 29.78 | 30.18 | 30.68 | 31.28 | 31.98 | 32.78 |

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|---|---|---|---|---|---|---|---|---|---|---|---|
| **GROUNDSKEEPER (J)** | 30-44 | | 29.66 | 29.86 | 30.06 | 30.36 | 30.76 | 31.26 | 31.86 | 32.56 | 33.36 |
| | 45+ | | 30.28 | 30.48 | 30.68 | 30.98 | 31.38 | 31.88 | 32.48 | 33.18 | 33.98 |
| **CARPENTER (H)** | 0-14 | 34.98 | 36.89 | 37.09 | 37.29 | 37.59 | 37.99 | 38.49 | 39.09 | 39.79 | 40.59 |
| | 15-29 | 35.37 | 37.48 | 37.68 | 37.88 | 38.18 | 38.58 | 39.08 | 39.68 | 40.38 | 41.18 |
| | 30-44 | | 38.05 | 38.25 | 38.45 | 38.75 | 39.15 | 39.65 | 40.25 | 40.95 | 41.75 |
| | 45+ | | 38.63 | 38.83 | 39.03 | 39.33 | 39.73 | 40.23 | 40.83 | 41.53 | 42.33 |
| **MAINTENANCE ASSIST (Q)** | 0-14 | 27.00 | 29.71 | 29.91 | 30.11 | 30.41 | 30.81 | 31.31 | 31.91 | 32.61 | 33.41 |
| | 15-29 | 27.47 | 30.25 | 30.45 | 30.65 | 30.95 | 31.35 | 31.85 | 32.45 | 33.15 | 33.95 |
| | 30-44 | | 30.81 | 31.01 | 31.21 | 31.51 | 31.91 | 32.41 | 33.01 | 33.71 | 34.51 |
| | 45+ | | 31.35 | 31.55 | 31.75 | 32.05 | 32.45 | 32.95 | 33.55 | 34.25 | 35.05 |
| **MAINTENANCE UTILITY (K)** | 0-14 | 40.14 | 42.09 | 42.29 | 42.49 | 42.79 | 43.19 | 43.69 | 44.29 | 44.99 | 45.79 |
| | 15-29 | 41.61 | 42.76 | 42.96 | 43.16 | 43.46 | 43.86 | 44.36 | 44.96 | 45.66 | 46.46 |
| | 30-44 | | 43.42 | 43.62 | 43.82 | 44.12 | 44.52 | 45.02 | 45.62 | 46.32 | 47.12 |
| | 45+ | | 44.15 | 44.35 | 44.55 | 44.85 | 45.25 | 45.75 | 46.35 | 47.05 | 47.85 |
| **SECURITY** | | | | | | | | | | | |
| **SPECIALIST** | 0-14 | 24.22 | 25.30 | 25.50 | 25.70 | 26.00 | 26.40 | 26.90 | 27.50 | 28.20 | 29.00 |
| | 15-29 | 24.65 | 25.79 | 25.99 | 26.19 | 26.49 | 26.89 | 27.39 | 27.99 | 28.69 | 29.49 |
| | 30-44 | | 26.44 | 26.64 | 26.84 | 27.14 | 27.54 | 28.04 | 28.64 | 29.34 | 30.14 |
| | 45+ | | 27.07 | 27.27 | 27.47 | 27.77 | 28.17 | 28.67 | 29.27 | 29.97 | 30.77 |