

THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the

AFSCME

COLLECTIVE BARGAINING

AGREEMENT

Custodial/Maintenance/Vehicle Services

2014 - 2016

Amended October 6, 2015

Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
APPENDIX B
School Board Approved October 6, 2015
2015-2016-AFSCME TRADE CLASSIFICATIONS
(Non-Custodial/Non-Warehouse)

TRADE	2015-2016 CLASSIFICATION LEVEL			
	A	B	C	D
A/C Filter Technician	12	13	14	15
A/C Mechanic	18	19	20	21
A/C Specialist	-	-	22	-
Attendant, Service Station	10	11	12	13
Assistant Paint Foreman	-	-	19	20
Boiler Mechanic	18	19	20	21
Cabinet Finisher	16	17	18	19
Cabinetmaker	17	18	19	20
Carpenter	17	18	19	20
Climatic Systems Control Mechanic	18	19	20	21
Computer Support Technician	19	20	21	22
Communications & Fire System Installer	18	19	20	21
Courier	13	14	15	16
Custodial Equipment Repairman	16	17	18	19
Electrician	18	19	20	21
Electronic Technician	18	19	20	21
Equipment & Tool Technician	18	19	20	21
Equipment Operator	17	18	19	20
Fuel Station Specialist	14	15	16	17
Kitchen Equipment Mechanic	18	19	20	21
Lead Custodial Equipment Repairman	18	19	20	21
Locksmith	17	18	19	20
Maintenance Laborer	11	12	13	14
Mason	17	18	19	20
Motor Repairman	18	19	20	21
Painter	15	16	17	18
Parts Clerk	13	14	15	16
Pest Control Technician	14	15	16	17
Pest Control Working Foreman	18	19	20	21
Plumber	18	19	20	21
Preventive Maintenance Recording Specialist	14	15	16	17
Project Locksmith	18	19	20	21
Radio Dispatcher	14	15	16	17
Refrigeration Mechanic	18	19	20	21
Roofer	17	18	19	20
Roofer Assistant	13	14	15	16
School Maintenance Mechanic	18	19	20	21
Sheet Metal Mechanic	18	19	20	21
Shop Clerk	14	15	16	17
Technician, Vehicle Services	19	20	21	22

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APPENDIX B (cont.)

School Board Approved October 6, 2015

2015-2016-AFSCME TRADE CLASSIFICATIONS

(Non-Custodial/Non-Warehouse)

TRADE	2015-2016 CLASSIFICATION LEVEL			
	A	B	C	D
Technician, Vehicle Services Radio	19	20	21	22
Technician, Utility Support	10	11	12	13
Telecommunications Technician	18	19	20	21
Tire Technician	13	14	15	16
Tool & Equipment Repairman	17	18	19	20
Utility Mechanic	17	18	19	20
Warranty Specialist	13	14	15	16
Water Treatment Technician	18	19	20	21
Welder	18	19	20	21

A/C Apprentice Program

Apprentice A - Entry Level	\$1,781.50
Apprentice B - Successful completion of Blocks A & B	1,941.50
Apprentice C - Successful completion of Block C	2,021.50
Apprentice D - Successful completion of Block D	2,207.50

Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement

APPENDIX B (cont.)

School Board Approved October 6, 2015

2015-2016 NON-CUSTODIAL SALARY SCHEDULES

Non-Custodial/Non-Warehousing Salary Schedule

For the 2015-2016 school year, all active employees deemed eligible will move to the next appropriate 2015-2016 Trade Classification Level as of the School Board approval date. Any increase in pay due to the movement will be retroactive to July 1, 2015. For example, an employee at Classification 12 on the 2014-2015 Salary Schedule (\$33,408 per year) will move to the new 2015-2016 Trade Classification Level 13 (\$34,199 per year). Employees at the top of their respective Trade's Classification Level will be paid an additional .30/hour for the 2015-2016 year.

TRADE CLASSIFICATION LEVEL		2015-2016 MONTHLY SALARY	2015-2016 ANNUAL SALARY	TOP LEVEL CLASSIFICATION 2015-2016 MONTHLY SALARY	TOP LEVEL CLASSIFICATION 2015-2016 ANNUAL SALARY
2015-2016	2014-2015				
	9	N/A	N/A	N/A	N/A
10	10	\$ 2,515.79	\$ 30,189	N/A	N/A
11	11	\$ 2,689.71	\$ 32,276	N/A	N/A
12	12	\$ 2,784.01	\$ 33,408	N/A	N/A
13	13	\$ 2,849.91	\$ 34,199	\$ 2,899.32	\$ 34,792
14	14	\$ 2,972.74	\$ 35,673	\$ 3,022.15	\$ 36,266
15	15	\$ 3,052.23	\$ 36,627	\$ 3,101.65	\$ 37,220
16	16	\$ 3,139.73	\$ 37,677	\$ 3,189.15	\$ 38,270
17	17	\$ 3,248.95	\$ 38,987	\$ 3,298.32	\$ 39,580
18	18	\$ 3,335.25	\$ 40,023	\$ 3,384.65	\$ 40,616
19	19	\$ 3,408.07	\$ 40,897	\$ 3,457.49	\$ 41,490
20	20	\$ 3,458.07	\$ 41,497	\$ 3,507.49	\$ 42,090
21	21	\$ 3,525.06	\$ 42,301	\$ 3,574.49	\$ 42,894
22	22	\$ 3,653.47	\$ 43,842	\$ 3,702.90	\$ 44,435

Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement

**APPENDIX B (cont.)
School Board Approved October 6, 2015
Warehousing Salary Schedule**

For the 2015-2016 school year, all active employees deemed eligible will move to the next appropriate 2015-2016 Classification Level as of the School Board approval date. Any increase in pay due to the movement will be retroactive to July 1, 2015. For example, a Warehouse Worker at Classification Level III on the 2014-2015 Salary Schedule (\$35,345 per year) will move to the new 2015-2016 Classification Level C (\$36,627 per year). Employees at the top of their Classification Level will be paid an additional .30/hour for the 2015-2016 year.

2015-2016 CLASSIFICATION LEVEL	2015-2016 MONTHLY SALARY	2015-2016 ANNUAL SALARY	TOP LEVEL CLASSIFICATION 2015-2016 MONTHLY SALARY	TOP LEVEL CLASSIFICATION 2015-2016 ANNUAL SALARY
Warehouse Worker A	\$ 2,779.51	\$ 33,354		
Warehouse Worker B	\$ 2,945.42	\$ 35,345		
Warehouse Worker C	\$ 3,052.24	\$ 36,627		
Warehouse Worker D	\$ 3,102.25	\$ 37,227	\$ 3,151.65	\$ 37,820
Receiving Order Clerk A	\$ 3,137.54	\$ 37,650		
Receiving Order Clerk B	\$ 3,164.73	\$ 37,977		
Receiving Order Clerk C	\$ 3,244.35	\$ 38,932		
Receiving Order Clerk D	\$ 3,294.33	\$ 39,532	\$ 3,343.74	\$ 40,125
Quality Assurance Specialist A	\$ 3,278.45	\$ 39,341		
Quality Assurance Specialist B	\$ 3,358.07	\$ 40,297		
Quality Assurance Specialist C	\$ 3,408.08	\$ 40,897	\$ 3,457.49	\$ 41,490
Assistant Attendant, Service Station				\$15.51 per hour

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APPENDIX B (cont.)

School Board Approved October 6, 2015

2015-2016 CUSTODIAL SALARY SCHEDULES

For the 2015-2016 school year, all active employees deemed eligible will move to the appropriate 2015-2016 Salary Level as of the School Board approval date. Any increase in pay due to the movement will be retroactive to July 1, 2015. For example, a Day Custodian on 2014-2015 Salary Level 2 (\$1,466.04 per month) will move to the new 2015-2016 Salary Level 1 (\$1,566.59 per month).

Day Custodian

2015-2016 Salary Level 40 Hours	2014- 2015 Level	2014- 2015 Monthly C1 40 Hours	2015-2016 Monthly C1 40 Hours	2014- 2015 Annual C1 40 Hours	2015-2016 Annual C1 40 Hours
1	1	1,372.98	1,566.59	16,476	18,799
	2	1,466.04		17,592	
2	3	1,566.56	1,674.50	18,799	20,094
3	4	1,674.52	1,791.17	20,094	21,494
4	5	1,791.16	1,849.50	21,494	22,194
5	6	1,849.50	1,891.17	22,194	22,694
6	7	1,891.17	1,957.34	22,694	23,488
7			2,025.84	N/A	24,310
2015-2016 Salary Level 30 Hours	2014- 2015 Level	2014- 2015 Monthly C2 30 Hours	2015-2016 Monthly C2 30 Hours	2014- 2015 Annual C2 30 Hours	2015-2016 Annual C2 30 Hours
1	1	1,029.73	1,174.92	12,357	14,099
	2	1,099.53		13,194	
2	3	1,174.92	1,255.92	14,099	15,071
3	4	1,255.89	1,343.42	15,071	16,121
4	5	1,343.37	1,387.17	16,120	16,646
5	6	1,387.12	1,418.42	16,645	17,021
6	7	1,418.33	1,468.00	17,020	17,616
7			1,519.42	N/A	18,233

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Day Custodian (cont.)

2015-2016 Salary Level 20 Hours	2014- 2015 Level	2014- 2015 Monthly C3 20 Hours	2015-2016 Monthly C3 20 Hours	2014- 2015 Annual C3 20 Hours	2015-2016 Annual C3 20 Hours
1	1	686.49	783.34	8,238	9,400
	2	733.02		8,796	
2	3	783.28	837.25	9,399	10,047
3	4	837.26	895.59	10,047	10,747
4	5	895.58	924.75	10,747	11,097
5	6	924.75	945.59	11,097	11,347
6	7	945.58	978.67	11,347	11,744
7			1,012.92	N/A	12,155
2015-2016 Salary Level 10 Hours	2014- 2015 Level	2014- 2015 Monthly C4 10 Hours	2015-2016 Monthly C4 10 Hours	2014- 2015 Annual C4 10 Hours	2015-2016 Annual C4 10 Hours
1	1	343.24	391.67	4,119	4,700
	2	366.51		4,398	
2	3	391.64	418.67	4,700	5,024
3	4	418.63	447.84	5,024	5,374
4	5	447.79	462.42	5,373	5,549
5	6	462.37	472.84	5,548	5,674
6	7	472.75	489.34	5,673	5,872
7			506.50	N/A	6,078

Night Custodian (Shift Differential)

2015-2016 Salary Level 40 Hours	2014- 2015 Level	2014- 2015 Monthly C1 40 Hours	2015-2016 Monthly C1 40 Hours	2014- 2015 Annual C1 40 Hours	2015-2016 Annual C1 40 Hours
1	1	1,407.98	1,601.59	16,896	19,219
	2	1,501.04		18,012	
2	3	1,601.56	1,709.50	19,219	20,514
3	4	1,709.52	1,826.17	20,514	21,914
4	5	1,826.16	1,884.50	21,914	22,614
5	6	1,884.50	1,926.17	22,614	23,114
6	7	1,926.17	1,993.59	23,114	23,923
7			2,063.34	N/A	24,760

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Night Custodian (Shift Differential) (cont.)

2015-2016 Salary Level 30 Hours	2014- 2015 Level	2014- 2015 Monthly C2 30 Hours	2015-2016 Monthly C2 30 Hours	2014- 2015 Annual C2 30 Hours	2015-2016 Annual C2 30 Hours
1	1	1,055.98	1,201.17	12,672	14,414
	2	1,125.78		13,509	
2	3	1,201.17	1,282.17	14,414	15,386
3	4	1,282.14	1,369.67	15,386	16,436
4	5	1,369.62	1,413.42	16,435	16,961
5	6	1,413.37	1,444.67	16,960	17,336
6	7	1,444.58	1,495.17	17,335	17,942
7			1,547.50	N/A	18,570

2015-2016 Salary Level 20 Hours	2014- 2015 Level	2014- 2015 Monthly C3 20 Hours	2015-2016 Monthly C3 20 Hours	2014- 2015 Annual C3 20 Hours	2015-2016 Annual C3 20 Hours
1	1	703.99	800.84	8,448	9,610
	2	750.52		9,006	
2	3	800.78	854.75	9,609	10,257
3	4	854.76	913.09	10,257	10,957
4	5	913.08	942.25	10,957	11,307
5	6	942.25	963.09	11,307	11,557
6	7	963.08	996.84	11,557	11,962
7			1,031.67	N/A	12,380

2015-2016 Salary Level 10 Hours	2014- 2015 Level	2014- 2015 Monthly C4 10 Hours	2015-2016 Monthly C4 10 Hours	2014- 2015 Annual C4 10 Hours	2015-2016 Annual C4 10 Hours
1	1	351.99	400.42	4,224	4,805
	2	375.26		4,503	
2	3	400.39	427.42	4,805	5,129
3	4	427.38	456.59	5,129	5,479
4	5	456.54	471.17	5,478	5,654
5	6	471.12	481.59	5,653	5,779
6	7	481.50	498.42	5,778	5,981
7			515.84	N/A	6,190

Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement

Leadworker Day (Add \$40 to C1)

2015-2016 Salary Level	2014-2015 Level	2014-2015 Monthly 40 Hours	2015-2016 Monthly 40 Hours	2014-2015 Annual 40 Hours	2015-2016 Annual 40 Hours
1	1	1,412.98	1,606.59	16,956	19,279
	2	1,506.04		18,072	
2	3	1,606.56	1,714.50	19,279	20,574
3	4	1,714.52	1,831.17	20,574	21,974
4	5	1,831.16	1,889.50	21,974	22,674
5	6	1,889.50	1,931.17	22,674	23,174
6	7	1,931.17	1,998.75	23,174	23,985
7			2,068.67	N/A	24,824

Leadworker Night (Add \$40 to C1N)

2015-2016 Salary Level	2014-2015 Level	2014-2015 Monthly 40 Hours	2015-2016 Monthly 40 Hours	2014-2015 Annual 40 Hours	2015-2016 Annual 40 Hours
1	1	1,447.98	1,641.59	17,376	19,699
	2	1,541.04		18,492	
2	3	1,641.56	1,749.50	19,699	20,994
3	4	1,749.52	1,866.17	20,994	22,394
4	5	1,866.16	1,924.50	22,394	23,094
5	6	1,924.50	1,966.17	23,094	23,594
6	7	1,966.17	2,035.00	23,594	24,420
7			2,106.25	N/A	25,275

Night Crew Working Foreman**

**Count includes Foreman (Example – With a 5-man crew – 1 is Foreman)

Foreman 1 (Supervises 4 to 6 units)

2015-2016 Salary Level	2014-2015 Level	2014-2015 Monthly 40 Hours	2015-2016 Monthly 40 Hours	2014-2015 Annual 40 Hours	2015-2016 Annual 40 Hours
1	1	1,949.69	2,231.92	23,396	26,783
	2	2,085.73		25,029	
2	3	2,231.90	2,273.59	26,783	27,283
3	4	2,273.58	2,353.17	27,283	28,238
4			2,435.50	NA	29,226

Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement

Foreman 2 (Supervises 6+ to 10 units)

2015-2016 Salary Level	2014- 2015 Level	2014- 2015 Monthly 40 Hours	2015-2016 Monthly 40 Hours	2014- 2015 Annual 40 Hours	2015-2016 Annual 40 Hours
1	1	2,061.97	2,361.50	24,744	28,338
	2	2,206.37		26,476	
2	3	2,361.53	2,403.17	28,338	28,838
3	4	2,403.17	2,487.25	28,838	29,847
4			2,574.34	N/A	30,892

Foreman 3 (Supervises 10+ units)

2015-2016 Salary Level	2014- 2015 Level	2014- 2015 Monthly 40 Hours	2015-2016 Monthly 40 Hours	2014- 2015 Annual 40 Hours	2015-2016 Annual 40 Hours
1	1	2,179.23	2,496.92	26,151	29,963
	2	2,332.35		27,988	
2	3	2,496.89	2,538.59	29,963	30,463
3	4	2,538.58	2,627.42	30,463	31,529
4			2,719.42	N/A	32,633

Countywide Groundskeeper

2015-2016 Salary Level	2014- 2015 Level	2014- 2015 Monthly 40 Hours	2015-2016 Monthly 40 Hours	2014- 2015 Annual 40 Hours	2015-2016 Annual 40 Hours
1	1	1,485.73	1,679.34	17,829	20,152
	2	1,578.98		18,948	
2	3	1,679.30	1,787.25	20,152	21,447
3	4	1,787.26	1,903.92	21,447	22,847
4	5	1,903.91	1,955.67	22,847	23,468
5	6	1,955.65	1,997.34	23,468	23,968
6	7	1,997.33	2,067.25	23,968	24,807
7			2,139.59	N/A	25,675

Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement

Groundskeeper Working Foreman

2015-2016 Salary Level	2014- 2015 Level	2014- 2015 Monthly 40 Hours	2015-2016 Monthly 40 Hours	2014- 2015 Annual 40 Hours	2015-2016 Annual 40 Hours
1	1	2,235.60	2,553.25	26,827	30,639
	2	2,388.72		28,665	
2	3	2,553.27	2,594.92	30,639	31,139
3	4	2,594.92	2,685.75	31,139	32,229
4			2,779.75	N/A	33,357

Leadworker (Day Custodian): Leadworker is defined as a position with one or more positions in the same classification located in the same work unit, assigned to perform at the same level, similar duties and responsibilities as those of a Night Crew Foreman. A Leadworker shall be selected from each qualifying school or facility on the basis of ability and seniority. Appropriate shift differential will be added if employee is on any shift other than day shift. Leadworkers will receive \$40.00 per month added to their base salary.

If a custodial Foreman is notified after July 1 of a reduction in the number of units supervised, there will be no salary reduction for the remainder of the contract year (July 1 - June 30). At the beginning of the next contract year the salary will be adjusted to reflect the correct pay level.