

THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the

AFSCME

COLLECTIVE BARGAINING

AGREEMENT

Custodial/Maintenance/Vehicle Services

2016 - 2018

Amended November 14, 2017

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

**APPENDIX B
2016-2017 AFSCME TRADE CLASSIFICATIONS
(Non-Custodial/Non-Warehouse)**

TRADE	2016-2017 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

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

2016-2017 AFSCME TRADE CLASSIFICATIONS

TRADE	2016-2017 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
November 14, 2017 Board Approval**

**APPENDIX B (cont.)
2016-2017 NON-CUSTODIAL SALARY SCHEDULES**

Non-Custodial/Non-Warehousing Salary Schedule

For the 2016-2017 school year, all active employees deemed eligible will receive a 1.5% increase on the 2015-2016 salary schedule retroactive to July 1, 2017, and will remain on the same salary classification level. The salary levels no longer equate to years of experience.

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND NEW 2016-2017 SALARY			
	A	B	C	D
Attendant, Service Station	10	11	12	13
Technician, Utility Support	10	11	12	13
New Monthly Salary	\$ 2,553.50	\$ 2,730.00	\$ 2,825.75	\$ 2,942.84
New Annual Salary	\$ 30,642	\$ 32,760	\$ 33,909	\$ 35,314
Maintenance Laborer	11	12	13	14
New Monthly Salary	\$ 2,730.00	\$ 2,825.75	\$ 2,892.67	\$ 3,067.50
New Annual Salary	\$ 32,760	\$ 33,909	\$ 34,712	\$ 36,810
A/C Filter Technician	12	13	14	15
New Monthly Salary	\$ 2,825.75	\$ 2,892.67	\$ 3,017.34	\$ 3,148.17
New Annual Salary	\$ 33,909	\$ 34,712	\$ 36,208	\$ 37,778

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND NEW 2016-2017 SALARY			
	A	B	C	D
Courier	13	14	15	16
Parts Clerk	13	14	15	16
Roofer Assistant	13	14	15	16
Tire Technician	13	14	15	16
Warranty Specialist	13	14	15	16
New Monthly Salary	\$ 2,892.67	\$ 3,017.34	\$ 3,098.00	\$ 3,237.00
New Annual Salary	\$ 34,712	\$ 36,208	\$ 37,176	\$ 38,844
Fuel Station Specialist	14	15	16	17
Pest Control Technician	14	15	16	17
Preventive Maintenance Recording Specialist	14	15	16	17
Radio Dispatcher	14	15	16	17
Shop Clerk	14	15	16	17
New Monthly Salary	\$ 3,017.34	\$ 3,098.00	\$ 3,186.84	\$ 3,347.84
New Annual Salary	\$ 36,208	\$ 37,176	\$ 38,242	\$ 40,174
Painter	15	16	17	18
New Monthly Salary	\$ 3,098.00	\$ 3,186.84	\$ 3,297.67	\$ 3,435.42
New Annual Salary	\$ 37,176	\$ 38,242	\$ 39,572	\$ 41,225

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND NEW 2016-2017 SALARY			
	A	B	C	D

Cabinet Finisher	16	17	18	19
Custodial Equipment Repairman	16	17	18	19
New Monthly Salary	\$ 3,186.84	\$ 3,297.67	\$ 3,385.25	\$ 3,509.34
New Annual Salary	\$ 38,242	\$ 39,572	\$ 40,623	\$ 42,112
Cabinetmaker	17	18	19	20
Carpenter	17	18	19	20
Equipment Operator	17	18	19	20
Locksmith	17	18	19	20
Mason	17	18	19	20
Rofer	17	18	19	20
Tool & Equipment Repairman	17	18	19	20
Utility Mechanic	17	18	19	20
New Monthly Salary	\$ 3,297.67	\$ 3,385.25	\$ 3,459.17	\$ 3,560.09
New Annual Salary	\$ 39,572	\$ 40,623	\$ 41,510	\$ 42,721

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND NEW 2016-2017 SALARY			
	A	B	C	D

Boiler Mechanic	18	19	20	21
Climatic Systems Control Mechanic	18	19	20	21
Communications & Fire System Installer	18	19	20	21
Electrician	18	19	20	21
Electronic Technician	18	19	20	21
Equipment & Tool Technician	18	19	20	21
Kitchen Equipment Mechanic	18	19	20	21
Lead Custodial Equipment Repairman	18	19	20	21
Motor Repairman	18	19	20	21
Pest Control Working Foreman	18	19	20	21
Plumber	18	19	20	21
Project Locksmith	18	19	20	21
Refrigeration Mechanic	18	19	20	21
School Maintenance Mechanic	18	19	20	21
Sheet Metal Mechanic	18	19	20	21
Telecommunications Technician	18	19	20	21
Water Treatment Technician	18	19	20	21
Welder	18	19	20	21
New Monthly Salary	\$ 3,385.25	\$ 3,459.17	\$ 3,509.92	\$ 3,628.09
New Annual Salary	\$ 40,623	\$ 41,510	\$ 42,119	\$ 43,537

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

MAINTENANCE TRADE	CLASSIFICATION LEVEL AND NEW 2016-2017 SALARY			
	A	B	C	D
Computer Support Technician	19	20	21	22
Technician, Vehicle Services	19	20	21	22
Technician, Vehicle Services Paint & Body	19	20	21	22
Technician, Vehicle Services Radio	19	20	21	22
New Monthly Salary	\$ 3,459.17	\$ 3,509.92	\$ 3,578.00	\$ 3,758.50
New Annual Salary	\$ 41,510	\$ 42,119	\$ 42,936	\$ 45,102

Assistant Paint Foreman	19	20
New Monthly Salary	\$ 3,459.17	\$ 3,560.09
New Annual Salary	\$ 41,510	\$ 42,721
A/C Specialist	22	
New Monthly Salary	\$ 3,758.50	
New Annual Salary	\$ 45,102	

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

APPENDIX B (cont.)

Warehousing Salary Schedule

For the 2016-2017 school year, all active employees deemed eligible will receive a 1.5% increase on the 2015-2016 salary schedule retroactive to July 1, 2017, and will remain on the same salary level. The salary levels no longer equate to years of experience. For example, a Warehouse Worker at Classification Level C on the 2015-2016 Salary Schedule (\$36,627 per year) will remain at Classification Level C and be paid \$37,176 per year.

2016-2017 CLASSIFICATION LEVEL	2016-2017 MONTHLY SALARY	2016-2017 ANNUAL SALARY
Warehouse Worker A	\$ 2,821.17	\$ 33,854
Warehouse Worker B	\$ 2,989.59	\$ 35,875
Warehouse Worker C	\$ 3,098.00	\$ 37,176
Warehouse Worker D	\$ 3,198.92	\$ 38,387
Receiving Order Clerk A	\$ 3,184.59	\$ 38,215
Receiving Order Clerk B	\$ 3,212.25	\$ 38,547
Receiving Order Clerk C	\$ 3,293.00	\$ 39,516
Receiving Order Clerk D	\$ 3,393.92	\$ 40,727
Quality Assurance Specialist A	\$ 3,327.59	\$ 39,931
Quality Assurance Specialist B	\$ 3,408.42	\$ 40,901
Quality Assurance Specialist C	\$ 3,509.34	\$ 42,112
Assistant Attendant, Service Station	\$15.74 per hour	

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

APPENDIX B (cont.)

2016-2017 CUSTODIAL SALARY SCHEDULES

For the 2016-2017 school year, all active employees deemed eligible will receive a 1.5% increase on the 2015-2016 salary schedule retroactive to July 1, 2017, and will remain on the same salary level. The salary levels no longer equate to years of experience. For example, a Day Custodian on 2015-2016 Salary Level 1 (\$1,566.59 per month) will remain at Salary Level 1 and be paid \$1,590.09 per month.

Day Custodian

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly C1 40 Hours	2016-2017 Annual C1 40 Hours
1	\$1,590.09	\$19,081
2	\$1,699.59	\$20,395
3	\$1,818.00	\$21,816
4	\$1,877.25	\$22,527
5	\$1,919.50	\$23,034
6	\$1,986.67	\$23,840
7	\$2,056.25	\$24,675
2016-2017 Salary Level 30 Hours/Wk	2016-2017 Monthly C2 30 Hours	2016-2017 Annual C2 30 Hours
1	\$1,192.59	\$14,311
2	\$1,274.67	\$15,296
3	\$1,363.50	\$16,362
4	\$1,407.92	\$16,895
5	\$1,439.67	\$17,276
6	\$1,490.00	\$17,880
7	\$1,542.17	\$18,506

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

Day Custodian (cont.)

2016-2017 Salary Level 20 Hours/Wk	2016-2017 Monthly C3 20 Hours	2016-2017 Annual C3 20 Hours
1	\$795.09	\$9,541
2	\$849.84	\$10,198
3	\$909.00	\$10,908
4	\$938.67	\$11,264
5	\$959.75	\$11,517
6	\$993.34	\$11,920
7	\$1,028.17	\$12,338
2016-2017 Salary Level 10 Hours/Wk	2016-2017 Monthly C4 10 Hours	2016-2017 Annual C4 10 Hours
1	\$397.50	\$4,770
2	\$424.92	\$5,099
3	\$454.50	\$5,454
4	\$469.34	\$5,632
5	\$479.92	\$5,759
6	\$496.67	\$5,960
7	\$514.09	\$6,169

Night Custodian (Shift Differential)

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly C1 40 Hours	2016-2017 Annual C1 40 Hours
1	\$1,625.59	\$19,507
2	\$1,735.17	\$20,822
3	\$1,853.59	\$22,243
4	\$1,912.75	\$22,953
5	\$1,955.09	\$23,461
6	\$2,023.50	\$24,282
7	\$2,094.25	\$25,131

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

2016-2017 Salary Level 30 Hours/Wk	2016-2017 Monthly C2 30 Hours	2016-2017 Annual C2 30 Hours
1	\$1,219.17	\$14,630
2	\$1,301.42	\$15,617
3	\$1,390.17	\$16,682
4	\$1,434.59	\$17,215
5	\$1,466.34	\$17,596
6	\$1,517.67	\$18,212
7	\$1,570.67	\$18,848

2016-2017 Salary Level 20 Hours/Wk	2016-2017 Monthly C3 20 Hours	2016-2017 Annual C3 20 Hours
1	\$812.84	\$9,754
2	\$867.59	\$10,411
3	\$926.84	\$11,122
4	\$956.42	\$11,477
5	\$977.59	\$11,731
6	\$1,011.75	\$12,141
7	\$1,047.17	\$12,566
2016-2017 Salary Level 10 Hours/Wk	2016-2017 Monthly C4 10 Hours	2016-2017 Annual C4 10 Hours
1	\$406.42	\$4,877
2	\$433.84	\$5,206
3	\$463.42	\$5,561
4	\$478.17	\$5,738
5	\$488.75	\$5,865
6	\$505.92	\$6,071
7	\$523.59	\$6,283

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

Leadworker Day (Add \$40 to C1)

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly 40 Hours	2016-2017 Annual 40 Hours
1	\$1,630.67	\$19,568
2	\$1,740.25	\$20,883
3	\$1,858.67	\$22,304
4	\$1,917.84	\$23,014
5	\$1,960.17	\$23,522
6	\$2,028.75	\$24,345
7	\$2,099.67	\$25,196

Leadworker Night (Add \$40 to C1N)

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly 40 Hours	2016-2017 Annual 40 Hours
1	\$1,666.17	\$19,994
2	\$1,775.75	\$21,309
3	\$1,894.17	\$22,730
4	\$1,953.34	\$23,440
5	\$1,995.67	\$23,948
6	\$2,065.50	\$24,786
7	\$2,137.84	\$25,654

Night Crew Working Foreman**

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

Night Crew Foreman 1 (Supervises 4 to 6 units)

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly 40 Hours	2016-2017 Annual 40 Hours
1	\$2,265.42	\$27,185
2	\$2,307.67	\$27,692
3	\$2,388.50	\$28,662
4	\$2,472.00	\$29,664

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

Night Crew Foreman 2 (Supervises 6+ to 10 units)

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly 40 Hours	2016-2017 Annual 40 Hours
1	\$2,396.92	\$28,763
2	\$2,439.25	\$29,271
3	\$2,524.59	\$30,295
4	\$2,612.92	\$31,355

Night Crew Foreman 3 (Supervises 10+ units)

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly 40 Hours	2016-2017 Annual 40 Hours
1	\$2,534.34	\$30,412
2	\$2,576.67	\$30,920
3	\$2,666.84	\$32,002
4	\$2,760.17	\$33,122

Countywide Groundskeeper

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly 40 Hours	2016-2017 Annual 40 Hours
1	\$1,704.50	\$20,454
2	\$1,814.09	\$21,769
3	\$1,932.50	\$23,190
4	\$1,985.00	\$23,820
5	\$2,027.34	\$24,328
6	\$2,098.25	\$25,179
7	\$2,171.67	\$26,060

**Custodial/Maintenance/Vehicle Services Collective Bargaining Agreement
November 14, 2017 Board Approval**

Groundskeeper Working Foreman

2016-2017 Salary Level 40 Hours/Wk	2016-2017 Monthly 40 Hours	2016-2017 Annual 40 Hours
1	\$2,591.59	\$31,099
2	\$2,633.84	\$31,606
3	\$2,726.00	\$32,712
4	\$2,821.42	\$33,857

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.