

**Appendix 5: BCUEA Operation and Maintenance Titles  
For Employees Hired Prior to January 23, 2014  
12 month, 260 days, 8 hours per day  
Contract Period: July 1, 2018 through June 30, 2023**

**Grade 7 Titles: Custodial Worker; Building Maintenance Helper**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	19.18	39,903	19.66	40,901	20.16	41,923	20.66	42,972	21.18	44,046
2	20.04	41,682	20.54	42,724	21.05	43,792	21.58	44,887	22.12	46,009
3	20.89	43,461	21.42	44,547	21.95	45,661	22.50	46,803	23.06	47,973
4	21.75	45,240	22.29	46,371	22.85	47,530	23.42	48,718	24.01	49,936
5	22.61	47,018	23.17	48,194	23.75	49,399	24.34	50,634	24.95	51,900
6	23.46	48,797	24.05	50,017	24.65	51,268	25.26	52,549	25.90	53,863
7	24.32	50,576	24.92	51,840	25.55	53,136	26.18	54,465	26.84	55,826
8	24.32	50,576	24.92	51,840	25.55	53,136	26.18	54,465	26.84	55,826
9	24.32	50,576	24.92	51,840	25.55	53,136	26.18	54,465	26.84	55,826
10	24.32	50,576	24.92	51,840	25.55	53,136	26.18	54,465	26.84	55,826
11	25.17	52,355	25.80	53,664	26.44	55,005	27.11	56,380	27.78	57,790
12	25.17	52,355	25.80	53,664	26.44	55,005	27.11	56,380	27.78	57,790
13	25.17	52,355	25.80	53,664	26.44	55,005	27.11	56,380	27.78	57,790
14	25.17	52,355	25.80	53,664	26.44	55,005	27.11	56,380	27.78	57,790
15	25.17	52,355	25.80	53,664	26.44	55,005	27.11	56,380	27.78	57,790
16	26.03	54,133	26.68	55,487	27.34	56,874	28.03	58,296	28.73	59,753
17	26.03	54,133	26.68	55,487	27.34	56,874	28.03	58,296	28.73	59,753
18	26.03	54,133	26.68	55,487	27.34	56,874	28.03	58,296	28.73	59,753
19	26.03	54,133	26.68	55,487	27.34	56,874	28.03	58,296	28.73	59,753
20	26.88	55,912	27.55	57,310	28.24	58,743	28.95	60,211	29.67	61,717

**Employees at or above step 20 will receive the percent increases noted above for each year.**

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**Grade 9 Titles: Custodian; Building Maintenance Person**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	21.49	44,699	22.03	45,816	22.58	46,961	23.14	48,136	23.72	49,339
2	22.42	46,641	22.98	47,807	23.56	49,002	24.15	50,227	24.75	51,483
3	23.36	48,583	23.94	49,798	24.54	51,043	25.15	52,319	25.78	53,627
4	24.29	50,525	24.90	51,788	25.52	53,083	26.16	54,410	26.81	55,771
5	25.22	52,468	25.86	53,779	26.50	55,124	27.16	56,502	27.84	57,914
6	26.16	54,410	26.81	55,770	27.48	57,164	28.17	58,593	28.87	60,058
7	27.09	56,352	27.77	57,761	28.46	59,205	29.18	60,685	29.90	62,202
8	27.09	56,352	27.77	57,761	28.46	59,205	29.18	60,685	29.90	62,202
9	27.09	56,352	27.77	57,761	28.46	59,205	29.18	60,685	29.90	62,202
10	27.09	56,352	27.77	57,761	28.46	59,205	29.18	60,685	29.90	62,202
11	28.03	58,294	28.73	59,752	29.44	61,245	30.18	62,777	30.94	64,346
12	28.03	58,294	28.73	59,752	29.44	61,245	30.18	62,777	30.94	64,346
13	28.03	58,294	28.73	59,752	29.44	61,245	30.18	62,777	30.94	64,346
14	28.03	58,294	28.73	59,752	29.44	61,245	30.18	62,777	30.94	64,346
15	28.03	58,294	28.73	59,752	29.44	61,245	30.18	62,777	30.94	64,346
16	28.96	60,236	29.68	61,742	30.43	63,286	31.19	64,868	31.97	66,490
17	28.96	60,236	29.68	61,742	30.43	63,286	31.19	64,868	31.97	66,490
18	28.96	60,236	29.68	61,742	30.43	63,286	31.19	64,868	31.97	66,490
19	28.96	60,236	29.68	61,742	30.43	63,286	31.19	64,868	31.97	66,490
20	29.89	62,179	30.64	63,733	31.41	65,327	32.19	66,960	33.00	68,634

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**Grade 11 Titles: Head Custodian; Building Maintenance Mechanic**

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>	
	<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>		<b>Scale up 2.50%</b>	
	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>
1	24.15	50,232	24.75	51,488	25.37	52,775	26.01	54,094	26.66	55,447
2	25.16	52,343	25.79	53,652	26.44	54,993	27.10	56,368	27.78	57,777
3	26.18	54,454	26.83	55,815	27.51	57,211	28.19	58,641	28.90	60,107
4	27.19	56,565	27.87	57,979	28.57	59,428	29.29	60,914	30.02	62,437
5	28.21	58,676	28.91	60,143	29.64	61,646	30.38	63,187	31.14	64,767
6	29.22	60,787	29.95	62,306	30.70	63,864	31.47	65,461	32.26	67,097
7	30.24	62,897	31.00	64,470	31.77	66,082	32.56	67,734	33.38	69,427
8	30.24	62,897	31.00	64,470	31.77	66,082	32.56	67,734	33.38	69,427
9	30.24	62,897	31.00	64,470	31.77	66,082	32.56	67,734	33.38	69,427
10	30.24	62,897	31.00	64,470	31.77	66,082	32.56	67,734	33.38	69,427
11	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
12	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
13	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
14	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
15	31.25	65,008	32.04	66,634	32.84	68,299	33.66	70,007	34.50	71,757
16	32.27	67,119	33.08	68,797	33.90	70,517	34.75	72,280	35.62	74,087
17	32.27	67,119	33.08	68,797	33.90	70,517	34.75	72,280	35.62	74,087
18	32.27	67,119	33.08	68,797	33.90	70,517	34.75	72,280	35.62	74,087
19	32.27	67,119	33.08	68,797	33.90	70,517	34.75	72,280	35.62	74,087
20	33.28	69,230	34.12	70,961	34.97	72,735	35.84	74,553	36.74	76,417

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