

**APPENDIX 6: BCUEA Operations and Maintenance Titles  
For Employees Hired on or after 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**

	2018-19		2019-20		2020-21		2021-22		2022-23		
	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	
1	36,496	17.55	36,861	17.72	<del>37,230</del>	<del>17.90</del>	<del>37,602</del>	<del>18.08</del>	<del>37,978</del>	<del>18.26</del>	
2	37,318	17.94	37,691	18.12	<del>38,068</del>	<del>18.30</del>	<del>38,448</del>	<del>18.48</del>	<del>38,833</del>	<del>18.67</del>	
3	38,157	18.34	38,539	18.53	<del>38,924</del>	<del>18.71</del>	<del>39,313</del>	<del>18.90</del>	<del>39,707</del>	<del>19.09</del>	
4	39,016	18.76	39,406	18.95	1	39,800	19.13	1	40,198	19.33	
5	39,894	19.18	40,293	19.37	2	40,696	19.57	2	41,102	19.76	
6	40,791	19.61	41,199	19.81	3	41,611	20.01	3	42,027	20.21	
7	41,709	20.05	42,126	20.25	4	42,547	20.46	4	42,973	20.66	
8	42,648	20.50	43,074	20.71	5	43,505	20.92	5	43,940	21.12	
9	43,607	20.96	44,043	21.17	6	44,484	21.39	6	44,928	21.60	
10	44,588	21.44	45,034	21.65	7	45,484	21.87	7	45,939	22.09	
11	45,591	21.92	46,047	22.14	8	46,508	22.36	8	46,973	22.58	
12	46,617	22.41	47,083	22.64	9	47,554	22.86	9	48,030	23.09	
13	47,666	22.92	48,143	23.15	10	48,624	23.38	10	49,111	23.61	
14	48,739	23.43	49,226	23.67	11	49,718	23.90	11	50,216	24.14	
15	49,835	23.96	50,334	24.20	12	50,837	24.44	12	51,345	24.69	
					13	51,981	24.99	13	52,501	25.24	
					14	53,150	25.55	14	53,682	25.81	
					15	54,346	26.13	15	54,890	26.39	
									15	55,439	26.65

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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>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>	<b>Hourly Rate</b>
1	40,889	19.66	41,298	19.85	<del>41,711</del>	<del>20.05</del>	<del>42,128</del>	<del>20.25</del>	<del>42,549</del>	<del>20.46</del>
2	41,809	20.10	42,227	20.30	<del>42,649</del>	<del>20.50</del>	<del>43,076</del>	<del>20.71</del>	<del>43,506</del>	<del>20.92</del>
3	42,749	20.55	43,177	20.76	<del>43,609</del>	<del>20.97</del>	<del>44,045</del>	<del>21.18</del>	<del>44,485</del>	<del>21.39</del>
4	43,711	21.02	44,148	21.23	1 44,590	21.44	1 45,036	21.65	1 45,486	21.87
5	44,695	21.49	45,142	21.70	2 45,593	21.92	2 46,049	22.14	2 46,510	22.36
6	45,700	21.97	46,157	22.19	3 46,619	22.41	3 47,085	22.64	3 47,556	22.86
7	46,729	22.47	47,196	22.69	4 47,668	22.92	4 48,145	23.15	4 48,626	23.38
8	47,780	22.97	48,258	23.20	5 48,740	23.43	5 49,228	23.67	5 49,720	23.90
9	48,855	23.49	49,344	23.72	6 49,837	23.96	6 50,336	24.20	6 50,839	24.44
10	49,954	24.02	50,454	24.26	7 50,958	24.50	7 51,468	24.74	7 51,983	24.99
11	51,078	24.56	51,589	24.80	8 52,105	25.05	8 52,626	25.30	8 53,152	25.55
12	52,228	25.11	52,750	25.36	9 53,277	25.61	9 53,810	25.87	9 54,348	26.13
13	53,403	25.67	53,937	25.93	10 54,476	26.19	10 55,021	26.45	10 55,571	26.72
14	54,604	26.25	55,150	26.51	11 55,702	26.78	11 56,259	27.05	11 56,821	27.32
15	55,833	26.84	56,391	27.11	12 56,955	27.38	12 57,525	27.66	12 58,100	27.93
					13 58,237	28.00	13 58,819	28.28	13 59,407	28.56
					14 59,547	28.63	14 60,142	28.91	14 60,744	29.20
					15 60,887	29.27	15 61,496	29.57	15 62,111	29.86

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

	2018-19		2019-20		2020-21		2021-22		2022-23	
	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate
1	45,960	22.10	46,420	22.32	<del>46,884</del>	<del>22.54</del>	<del>47,353</del>	<del>22.77</del>	<del>47,826</del>	<del>22.99</del>
2	46,994	22.59	47,464	22.82	<del>47,939</del>	<del>23.05</del>	<del>48,418</del>	<del>23.28</del>	<del>48,902</del>	<del>23.51</del>
3	48,052	23.10	48,532	23.33	<del>49,017</del>	<del>23.57</del>	<del>49,508</del>	<del>23.80</del>	<del>50,003</del>	<del>24.04</del>
4	49,133	23.62	49,624	23.86	1 50,120	24.10	1 50,621	24.34	1 51,128	24.58
5	50,238	24.15	50,741	24.39	2 51,248	24.64	2 51,760	24.88	2 52,278	25.13
6	51,369	24.70	51,882	24.94	3 52,401	25.19	3 52,925	25.44	3 53,454	25.70
7	52,524	25.25	53,050	25.50	4 53,580	25.76	4 54,116	26.02	4 54,657	26.28
8	53,706	25.82	54,243	26.08	5 54,786	26.34	5 55,333	26.60	5 55,887	26.87
9	54,915	26.40	55,464	26.67	6 56,018	26.93	6 56,578	27.20	6 57,144	27.47
10	56,150	27.00	56,712	27.27	7 57,279	27.54	7 57,852	27.81	7 58,430	28.09
11	57,413	27.60	57,988	27.88	8 58,567	28.16	8 59,153	28.44	8 59,745	28.72
12	58,705	28.22	59,292	28.51	9 59,885	28.79	9 60,484	29.08	9 61,089	29.37
13	60,026	28.86	60,626	29.15	10 61,233	29.44	10 61,845	29.73	10 62,463	30.03
14	61,377	29.51	61,991	29.80	11 62,610	30.10	11 63,237	30.40	11 63,869	30.71
15	62,758	30.17	63,385	30.47	12 64,019	30.78	12 64,659	31.09	12 65,306	31.40
					13 65,460	31.47	13 66,114	31.79	13 66,775	32.10
					14 66,932	32.18	14 67,602	32.50	14 68,278	32.83
					15 68,438	32.90	15 69,123	33.23	15 69,814	33.56