

## M&O Pay Scale Fiscal Year 2011-12

Grade	2	6	7	M1	M2	M3	M4a	M4b	M5a	M5b
	Custodian*	Groundskpr*	Utility	Zone Maintainer	Senior Maintainer	Journeyman	Master Maintainer	Master of Record	Cross-Trade Master Maintainer	Master of Record
Step										
Temp	\$16.85	\$18.42								
0	\$17.85	\$19.42	\$18.57	\$23.10	\$24.15	\$26.24	\$27.29	\$28.34	\$29.39	\$30.44
0.5	\$18.50	\$19.72	\$19.87							
1.0	\$19.02	\$19.91	\$20.07							
2.0		\$20.87	\$21.03							
3.0		\$21.76	\$21.93							
4.0		\$22.92	\$23.10							

*Salary schedule increased 1.3% over 2010-11 schedule.*

Custodian and groundskeeper steps will only be paid on the basis of merit as determined by Management (see Article 13h).  
Maintenance pay is determined in accordance with Article 11 and Appendix B.