# Increasing the Full Time Maintenance tech by $3 per hour

## Full Time Mantinenance Position increase $3  - Submitted by Safety and Facilities -

| Problem | Proposed Solution | Advantages | Proposed Cost | Other Relevant or Mitigating Factors |
|---|---|---|---|---|
| We currently have a full time maintenance tech with over 40 years of carpenty/maintenance experience and he is underpaid for his value to the district. | The proposed solution is to increase the current full time maintenance position hourly rate from $23.85 to $26.85 | Our current full time tech has been with the district for 5 years.  He is an outstanding employee who goes above and beyond to complete his job and save the district money.  His knowledge, skillset, and district loyalty is not something you find every day and thus would make him extremely difficult to replace.  Securing him $3 more per hour would put his hourly rate amongst competing people in his position in the state.  I feel this additional pay would be solid investment for the district moving forward. | The proposed cost to increase to $26.85 is $7,581 | I put out a survey to the other schools within the state.  From the information I received back the average for a new tech with no experience is $20.07 and the average for ten years experience is $26.42 |