



**2021 PAY PLAN "A" - AFSCME**

**Ordinance No. 3016**  
**Washington State Council of County and City Employees - Local 21-RD Bargaining Unit**  
**Effective Jan. 1, 2021**

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
A5	NE	Maintenance Aide	\$3,688	\$4,241	\$4,793	\$44,256	\$50,892	\$57,516
A9A	NE	Meter Reader	\$4,277	\$4,919	\$5,560	\$51,324	\$59,028	\$66,720
A8/11	NE	Maintenance Technician	\$4,586	\$5,733	\$6,879	\$55,032	\$68,796	\$82,548
A10	NE	Small Equipment Auto Service Worker	\$4,778	\$5,495	\$6,212	\$57,336	\$65,940	\$74,544
A17	NE	Inventory Control Specialist	\$4,952	\$5,696	\$6,439	\$59,424	\$68,352	\$77,268
A18	NE	Water Quality Cross Connection Specialist	\$5,558	\$6,392	\$7,226	\$66,696	\$76,704	\$86,712
A19	NE	HVAC Technician	\$5,591	\$6,430	\$7,268	\$67,092	\$77,160	\$87,216
A13	NE	Utility Systems Technician	\$5,741	\$6,602	\$7,463	\$68,892	\$79,224	\$89,556
A20	NE	Water Quality Analyst	\$5,783	\$6,650	\$7,517	\$69,396	\$79,800	\$90,204
A21	NE	Traffic Signal Technician	\$5,795	\$6,665	\$7,535	\$69,540	\$79,980	\$90,420
A16	E	Source Control Administrator	\$5,840	\$6,716	\$7,591	\$70,080	\$80,592	\$91,092
A14	NE	Lead Maintenance Worker	\$5,855	\$6,880	\$7,904	\$70,260	\$82,560	\$94,848
A12	NE	Mechanic	\$5,874	\$6,756	\$7,637	\$70,488	\$81,072	\$91,644
A22	NE	Fleet Ops Lead	\$6,106	\$7,022	\$7,938	\$73,272	\$84,264	\$95,256
A15	NE	Lead Traffic Signal Technician	\$6,144	\$7,065	\$7,986	\$73,728	\$84,780	\$95,832
A15	NE	ITS Network Technician	\$6,144	\$7,065	\$7,986	\$73,728	\$84,780	\$95,832