



**2021 Pay Plan "AF-S" AFSCME Supplemental**

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

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SA5	NE	Maintenance Aide	\$17.02	\$21.28	\$25.53
SA9A	NE	Meter Reader	\$19.74	\$24.68	\$29.61
SA8/11	NE	Maintenance Technician	\$21.17	\$26.46	\$31.75
SA10	NE	Small Equipment Auto Service Worker	\$22.05	\$27.57	\$33.08
SA17	NE	Inventory Control Specialist	\$22.86	\$28.57	\$34.28
SA18	NE	Water Quality Cross Connection Specialist	\$25.65	\$32.07	\$38.48
SA19	NE	HVAC Technician	\$25.80	\$32.26	\$38.71
SA13	NE	Utility Systems Technician	\$26.50	\$33.13	\$39.75
SA20	NE	Water Quality Analyst	\$26.69	\$33.37	\$40.04
SA21	NE	Traffic Signal Technician	\$26.75	\$33.44	\$40.12
SA16	NE*	Source Control Administrator	\$26.95	\$33.69	\$40.43
SA14	NE	Lead Maintenance Worker	\$27.02	\$33.78	\$40.53
SA12	NE	Mechanic	\$27.11	\$33.89	\$40.67
SA22	NE	Fleet Ops Lead	\$28.18	\$35.23	\$42.27
SA15	NE	Lead Traffic Signal Technician	\$28.36	\$35.45	\$42.54
SA15	NE	ITS Network Technician	\$28.36	\$35.45	\$42.54

\*All supplemental employees are marked as non-exempt because they are paid on an hourly basis. This does not impact the FLSA status of the positions on the regular employee pay plan.