



**2025 PAY PLAN "A" - AFSCME**

Ordinance No.  
Washington State Council of County and City Employees - Local 21-RD Bargaining Unit  
Effective Jan. 1, 2025

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
A5	NE	Maintenance Aide	\$4,664	\$5,363	\$6,061	\$55,968	\$64,356	\$72,732
A8/11	NE	Maintenance Technician	\$5,679	\$7,102	\$8,521	\$68,148	\$85,224	\$102,252
A10	NE	Small Equipment Auto Service Worker	\$6,086	\$7,000	\$7,913	\$73,032	\$84,000	\$94,956
A17	NE	Inventory Control Specialist	\$6,206	\$7,138	\$8,068	\$74,472	\$85,656	\$96,816
A18	NE	Water Quality Cross Connection Specialist	\$7,070	\$8,131	\$9,191	\$84,840	\$97,572	\$110,292
A19	NE	HVAC Technician	\$7,127	\$8,196	\$9,266	\$85,524	\$98,352	\$111,192
A13	NE	Utility Systems Technician	\$7,112	\$8,178	\$9,244	\$85,344	\$98,136	\$110,928
A20	NE	Water Quality Analyst	\$7,163	\$8,237	\$9,311	\$85,956	\$98,844	\$111,732
A21	NE	Traffic Signal Technician	\$7,179	\$8,256	\$9,334	\$86,148	\$99,072	\$112,008
A14	NE	Lead Maintenance Worker	\$7,252	\$8,522	\$9,791	\$87,024	\$102,264	\$117,492
A12	NE	Mechanic	\$7,277	\$9,104	\$9,460	\$87,324	\$109,248	\$113,520
A22	NE	Fleet Ops Lead	\$7,564	\$8,698	\$9,832	\$90,768	\$104,376	\$117,984
A15	NE	Lead Traffic Signal Technician	\$7,611	\$8,752	\$9,892	\$91,332	\$105,024	\$118,704
A15	NE	ITS Network Technician	\$7,611	\$8,752	\$9,892	\$91,332	\$105,024	\$118,704