



Exhibit 1

2022 PAY PLAN "A" - AFSCME								
Ordinance No. xxxx Washington State Council of County and City Employees - Local 21-RD Bargaining Unit (AFSCME) Effective January 1, 2022								
			MONTHLY			ANNUALLY		
Grade	FLSA	Position Title	Min	Mid	Max	Min	Mid	Max
A5	NE	Maintenance Aide	\$4,002	\$4,602	\$5,201	\$48,024	\$55,224	\$62,412
A9A	NE	Meter Reader	\$4,692	\$5,396	\$6,099	\$56,304	\$64,752	\$73,188
A8/11	NE	Maintenance Technician	\$4,874	\$6,094	\$7,312	\$58,488	\$73,128	\$87,744
A10	NE	Small Equipment Auto Service Worker	\$5,223	\$6,007	\$6,791	\$62,676	\$72,084	\$81,492
A17	NE	Inventory Control Specialist	\$5,325	\$6,125	\$6,924	\$63,900	\$73,500	\$83,088
A18	NE	Water Quality Cross Connection Spec	\$5,908	\$6,795	\$7,681	\$70,896	\$81,540	\$92,172
A19	NE	HVAC Technician	\$5,943	\$6,835	\$7,726	\$71,316	\$82,020	\$92,712
A13	NE	Utility Systems Technician	\$6,103	\$7,018	\$7,933	\$73,236	\$84,216	\$95,196
A20	NE	Water Quality Analyst	\$6,147	\$7,069	\$7,991	\$73,764	\$84,828	\$95,892
A21	NE	Traffic Signal Technician	\$6,160	\$7,085	\$8,010	\$73,920	\$85,020	\$96,120
A16	E	Source Control Administrator	\$6,208	\$7,139	\$8,069	\$74,496	\$85,668	\$96,828
A14	NE	Lead Maintenance Worker	\$6,224	\$7,313	\$8,402	\$74,688	\$87,756	\$100,824
A12	NE	Mechanic	\$6,244	\$7,182	\$8,118	\$74,928	\$86,184	\$97,416
A22	NE	Fleet Operations Lead	\$6,491	\$7,464	\$8,438	\$77,892	\$89,568	\$101,256
A15	NE	Lead Traffic Signal Technician	\$6,531	\$7,510	\$8,489	\$78,372	\$90,120	\$101,868
A15	NE	ITS Network Technician	\$6,531	\$7,510	\$8,489	\$78,372	\$90,120	\$101,868