



2026 Pay Plan "AF-S" AFSCME Supplemental

Ordinance No.

Washington State Council of County and City Employees - Local 21-RD Bargaining Unit

Effective Jan. 1, 2026

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SA5	NE	Maintenance Aide	\$22.02	\$27.53	\$33.03
SA8/11	NE	Maintenance Technician	\$26.81	\$33.52	\$40.22
SA10	NE	Small Equipment Auto Service Worker	\$28.74	\$35.92	\$43.10
SA17	NE	Inventory Control Specialist	\$29.30	\$36.63	\$43.95
SA18	NE	Water Quality Cross Connection Specialist	\$33.38	\$41.73	\$50.07
SA19	NE	HVAC Technician	\$33.65	\$42.06	\$50.48
SA13	NE	Utility Systems Technician	\$33.58	\$41.97	\$50.37
SA20	NE	Water Quality Analyst	\$33.82	\$42.28	\$50.73
SA21	NE	Traffic Signal Technician	\$33.90	\$42.37	\$50.84
SA14	NE	Lead Maintenance Worker	\$34.24	\$42.80	\$51.36
SA12	NE	Mechanic	\$34.36	\$42.95	\$51.54
SA22	NE	Fleet Ops Lead	\$35.71	\$44.64	\$53.57
SA15	NE	Lead Traffic Signal Technician	\$35.94	\$44.92	\$53.90
SA15	NE	ITS Network Technician	\$35.94	\$44.92	\$53.90

*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.