



2026 PAY PLAN "A" - AFSCME

Ordinance No.

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

Effective Jan. 1, 2026

			<u>Monthly</u>			<u>Annually</u>		
Grade	FLSA	Position Title	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
A5	NE	Maintenance Aide	\$4,771.27	\$5,485.84	\$6,200.40	\$57,255.26	\$65,830.05	\$74,404.84
A8/11	NE	Maintenance Technician	\$5,809.62	\$7,263.30	\$8,716.98	\$69,715.40	\$87,159.60	\$104,603.80
A10	NE	Small Equipment Auto Service Worker	\$6,225.98	\$7,160.49	\$8,095.00	\$74,711.74	\$85,925.86	\$97,139.99
A17	NE	Inventory Control Specialist	\$6,348.74	\$7,301.15	\$8,253.56	\$76,184.86	\$87,613.81	\$99,042.77
A18	NE	Water Quality Cross Connection Specialist	\$7,232.61	\$8,317.50	\$9,402.39	\$86,791.32	\$99,810.02	\$112,828.72
A19	NE	HVAC Technician	\$7,290.92	\$8,385.02	\$9,479.12	\$87,491.05	\$100,620.23	\$113,749.42
A13	NE	Utility Systems Technician	\$7,275.58	\$8,366.09	\$9,456.61	\$87,306.91	\$100,393.13	\$113,479.34
A20	NE	Water Quality Analyst	\$7,327.75	\$8,426.45	\$9,525.15	\$87,932.99	\$101,117.41	\$114,301.84
A21	NE	Traffic Signal Technician	\$7,344.12	\$8,446.40	\$9,548.68	\$88,129.40	\$101,356.79	\$114,584.18
A14	NE	Lead Maintenance Worker	\$7,418.80	\$8,717.49	\$10,016.19	\$89,025.55	\$104,609.93	\$120,194.32
A12	NE	Mechanic	\$7,444.37	\$8,560.98	\$9,677.58	\$89,332.45	\$102,731.71	\$116,130.96
A22	NE	Fleet Ops Lead	\$7,737.97	\$8,898.05	\$10,058.14	\$92,855.66	\$106,776.65	\$120,697.63
A15	NE	Lead Traffic Signal Technician	\$7,786.05	\$8,952.78	\$10,119.52	\$93,432.64	\$107,433.41	\$121,434.19
A15	NE	ITS Network Technician	\$7,786.05	\$8,952.78	\$10,119.52	\$93,432.64	\$107,433.41	\$121,434.19