

Effective 1/1/2025  
2.5% COLA

City of Kirkland  
2025 Teamsters Salary Table

Bargaining Unit	Job Class	Job Title	Rate	Pay Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
					12 mo	12 mo	12 mo	12 mo	12 mo	12 mo
TEAM	2016	Traffic Signal Technician 3	HOURLY	9	\$ 48.97	\$ 50.20	\$ 51.48	\$ 53.51	\$ 55.66	\$ 55.66
TEAM	2016	Traffic Signal Technician 3	MONTHLY	9	\$ 8,488.80	\$ 8,701.48	\$ 8,923.44	\$ 9,274.82	\$ 9,648.66	\$ 9,648.66
TEAM	2016	Traffic Signal Technician 3	ANNUAL	9	\$ 101,865.60	\$ 104,417.76	\$ 107,081.28	\$ 111,297.84	\$ 115,783.92	\$ 115,783.92
TEAM	2001	Leadperson	HOURLY	8	\$ 44.10	\$ 46.40	\$ 49.27	\$ 51.02	\$ 53.04	\$ 53.04
TEAM	2001	Leadperson	MONTHLY	8	\$ 7,644.02	\$ 8,042.72	\$ 8,540.54	\$ 8,844.18	\$ 9,194.62	\$ 9,194.62
TEAM	2001	Leadperson	ANNUAL	8	\$ 91,728.24	\$ 96,512.64	\$ 102,486.48	\$ 106,130.16	\$ 110,335.44	\$ 110,335.44
TEAM	2020	Mechanic 3	HOURLY	8	\$ 44.10	\$ 46.40	\$ 49.27	\$ 51.02	\$ 53.04	\$ 53.04
TEAM	2020	Mechanic 3	MONTHLY	8	\$ 7,644.02	\$ 8,042.72	\$ 8,540.54	\$ 8,844.18	\$ 9,194.62	\$ 9,194.62
TEAM	2020	Mechanic 3	ANNUAL	8	\$ 91,728.24	\$ 96,512.64	\$ 102,486.48	\$ 106,130.16	\$ 110,335.44	\$ 110,335.44
TEAM	2003	Traffic Signal Technician 2	HOURLY	8	\$ 44.10	\$ 46.40	\$ 49.27	\$ 51.02	\$ 53.04	\$ 53.04
TEAM	2003	Traffic Signal Technician 2	MONTHLY	8	\$ 7,644.02	\$ 8,042.72	\$ 8,540.54	\$ 8,844.18	\$ 9,194.62	\$ 9,194.62
TEAM	2003	Traffic Signal Technician 2	ANNUAL	8	\$ 91,728.24	\$ 96,512.64	\$ 102,486.48	\$ 106,130.16	\$ 110,335.44	\$ 110,335.44
TEAM	2004	Emergency Vehicle Technician	HOURLY	7	\$ 41.38	\$ 43.53	\$ 46.23	\$ 47.87	\$ 49.77	\$ 49.77
TEAM	2004	Emergency Vehicle Technician	MONTHLY	7	\$ 7,172.16	\$ 7,546.26	\$ 8,013.54	\$ 8,298.24	\$ 8,627.04	\$ 8,627.04
TEAM	2004	Emergency Vehicle Technician	ANNUAL	7	\$ 86,065.92	\$ 90,555.12	\$ 96,162.48	\$ 99,578.88	\$ 103,524.48	\$ 103,524.48
TEAM	2017	Facilities Services Technician 3	HOURLY	6	\$ 38.39	\$ 39.57	\$ 41.59	\$ 43.25	\$ 44.96	\$ 46.76
TEAM	2017	Facilities Services Technician 3	MONTHLY	6	\$ 6,654.56	\$ 6,858.76	\$ 7,209.86	\$ 7,497.12	\$ 7,793.34	\$ 8,104.86
TEAM	2017	Facilities Services Technician 3	ANNUAL	6	\$ 79,854.72	\$ 82,305.12	\$ 86,518.32	\$ 89,965.44	\$ 93,520.08	\$ 97,258.32
TEAM	2006	Field Arborist	HOURLY	6	\$ 38.39	\$ 39.57	\$ 41.59	\$ 43.25	\$ 44.96	\$ 46.76
TEAM	2006	Field Arborist	MONTHLY	6	\$ 6,654.56	\$ 6,858.76	\$ 7,209.86	\$ 7,497.12	\$ 7,793.34	\$ 8,104.86
TEAM	2006	Field Arborist	ANNUAL	6	\$ 79,854.72	\$ 82,305.12	\$ 86,518.32	\$ 89,965.44	\$ 93,520.08	\$ 97,258.32
TEAM	2008	Mechanic 2	HOURLY	6	\$ 38.39	\$ 39.57	\$ 41.59	\$ 43.25	\$ 44.96	\$ 46.76
TEAM	2008	Mechanic 2	MONTHLY	6	\$ 6,654.56	\$ 6,858.76	\$ 7,209.86	\$ 7,497.12	\$ 7,793.34	\$ 8,104.86
TEAM	2008	Mechanic 2	ANNUAL	6	\$ 79,854.72	\$ 82,305.12	\$ 86,518.32	\$ 89,965.44	\$ 93,520.08	\$ 97,258.32
TEAM	2010	Senior Craftsperson	HOURLY	6	\$ 38.39	\$ 39.57	\$ 41.59	\$ 43.25	\$ 44.96	\$ 46.76
TEAM	2010	Senior Craftsperson	MONTHLY	6	\$ 6,654.56	\$ 6,858.76	\$ 7,209.86	\$ 7,497.12	\$ 7,793.34	\$ 8,104.86
TEAM	2010	Senior Craftsperson	ANNUAL	6	\$ 79,854.72	\$ 82,305.12	\$ 86,518.32	\$ 89,965.44	\$ 93,520.08	\$ 97,258.32
TEAM	2011	Senior Groundsperson	HOURLY	6	\$ 38.39	\$ 39.57	\$ 41.59	\$ 43.25	\$ 44.96	\$ 46.76
TEAM	2011	Senior Groundsperson	MONTHLY	6	\$ 6,654.56	\$ 6,858.76	\$ 7,209.86	\$ 7,497.12	\$ 7,793.34	\$ 8,104.86
TEAM	2011	Senior Groundsperson	ANNUAL	6	\$ 79,854.72	\$ 82,305.12	\$ 86,518.32	\$ 89,965.44	\$ 93,520.08	\$ 97,258.32
TEAM	2012	Senior Maintenance	HOURLY	6	\$ 38.39	\$ 39.57	\$ 41.59	\$ 43.25	\$ 44.96	\$ 46.76
TEAM	2012	Senior Maintenance	MONTHLY	6	\$ 6,654.56	\$ 6,858.76	\$ 7,209.86	\$ 7,497.12	\$ 7,793.34	\$ 8,104.86
TEAM	2012	Senior Maintenance	ANNUAL	6	\$ 79,854.72	\$ 82,305.12	\$ 86,518.32	\$ 89,965.44	\$ 93,520.08	\$ 97,258.32
TEAM	2000	Traffic Signal Technician 1	HOURLY	6	\$ 38.39	\$ 39.57	\$ 41.59	\$ 43.25	\$ 44.96	\$ 46.76
TEAM	2000	Traffic Signal Technician 1	MONTHLY	6	\$ 6,654.56	\$ 6,858.76	\$ 7,209.86	\$ 7,497.12	\$ 7,793.34	\$ 8,104.86
TEAM	2000	Traffic Signal Technician 1	ANNUAL	6	\$ 79,854.72	\$ 82,305.12	\$ 86,518.32	\$ 89,965.44	\$ 93,520.08	\$ 97,258.32

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TEAM	2013	Yard Maintenance/Inventory Control	HOURLY	6	\$ 38.39	\$ 39.57	\$ 41.59	\$ 43.25	\$ 44.96	\$ 46.76
TEAM	2013	Yard Maintenance/Inventory Control	MONTHLY	6	\$ 6,654.56	\$ 6,858.76	\$ 7,209.86	\$ 7,497.12	\$ 7,793.34	\$ 8,104.86
TEAM	2013	Yard Maintenance/Inventory Control	ANNUAL	6	\$ 79,854.72	\$ 82,305.12	\$ 86,518.32	\$ 89,965.44	\$ 93,520.08	\$ 97,258.32
TEAM	2007	Facilities Services Technician 2	HOURLY	5	\$ 37.45	\$ 38.60	\$ 40.54	\$ 42.17	\$ 43.86	\$ 45.61
TEAM	2007	Facilities Services Technician 2	MONTHLY	5	\$ 6,491.34	\$ 6,690.56	\$ 7,027.62	\$ 7,309.80	\$ 7,602.18	\$ 7,906.08
TEAM	2007	Facilities Services Technician 2	ANNUAL	5	\$ 77,896.08	\$ 80,286.72	\$ 84,331.44	\$ 87,717.60	\$ 91,226.16	\$ 94,872.96
TEAM	2002	Mechanic 1	HOURLY	4	\$ 35.90	\$ 37.17	\$ 38.45	\$ 39.70	\$ 40.97	\$ 42.24
TEAM	2002	Mechanic 1	MONTHLY	4	\$ 6,223.12	\$ 6,443.60	\$ 6,664.08	\$ 6,881.94	\$ 7,102.46	\$ 7,321.62
TEAM	2002	Mechanic 1	ANNUAL	4	\$ 74,677.44	\$ 77,323.20	\$ 79,968.96	\$ 82,583.28	\$ 85,229.52	\$ 87,859.44
TEAM	2014	Utility Craftsperson	HOURLY	4	\$ 35.90	\$ 37.17	\$ 38.45	\$ 39.70	\$ 40.97	\$ 42.24
TEAM	2014	Utility Craftsperson	MONTHLY	4	\$ 6,223.12	\$ 6,443.60	\$ 6,664.08	\$ 6,881.94	\$ 7,102.46	\$ 7,321.62
TEAM	2014	Utility Craftsperson	ANNUAL	4	\$ 74,677.44	\$ 77,323.20	\$ 79,968.96	\$ 82,583.28	\$ 85,229.52	\$ 87,859.44
TEAM	2005	Facilities Services Technician 1	HOURLY	3	\$ 32.13	\$ 33.67	\$ 35.27	\$ 36.98	\$ 38.72	\$ 40.27
TEAM	2005	Facilities Services Technician 1	MONTHLY	3	\$ 5,570.04	\$ 5,836.38	\$ 6,113.50	\$ 6,409.42	\$ 6,712.04	\$ 6,981.10
TEAM	2005	Facilities Services Technician 1	ANNUAL	3	\$ 66,840.48	\$ 70,036.56	\$ 73,362.00	\$ 76,913.04	\$ 80,544.48	\$ 83,773.20
TEAM	2024	Fleet Parts Specialist	HOURLY	2	\$ 30.83	\$ 32.30	\$ 33.84	\$ 35.47	\$ 37.15	\$ 38.64
TEAM	2024	Fleet Parts Specialist	MONTHLY	2	\$ 5,343.60	\$ 5,599.12	\$ 5,864.96	\$ 6,148.86	\$ 6,439.20	\$ 6,697.32
TEAM	2024	Fleet Parts Specialist	ANNUAL	2	\$ 64,123.20	\$ 67,189.44	\$ 70,379.52	\$ 73,786.32	\$ 77,270.40	\$ 80,367.84
TEAM	2019	Groundsperson	HOURLY	2	\$ 30.83	\$ 32.30	\$ 33.84	\$ 35.47	\$ 37.15	\$ 38.64
TEAM	2019	Groundsperson	MONTHLY	2	\$ 5,343.60	\$ 5,599.12	\$ 5,864.96	\$ 6,148.86	\$ 6,439.20	\$ 6,697.32
TEAM	2019	Groundsperson	ANNUAL	2	\$ 64,123.20	\$ 67,189.44	\$ 70,379.52	\$ 73,786.32	\$ 77,270.40	\$ 80,367.84
TEAM	2023	Park Ranger	HOURLY	2	\$ 30.83	\$ 32.30	\$ 33.84	\$ 35.47	\$ 37.15	\$ 38.64
TEAM	2023	Park Ranger	MONTHLY	2	\$ 5,343.60	\$ 5,599.12	\$ 5,864.96	\$ 6,148.86	\$ 6,439.20	\$ 6,697.32
TEAM	2023	Park Ranger	ANNUAL	2	\$ 64,123.20	\$ 67,189.44	\$ 70,379.52	\$ 73,786.32	\$ 77,270.40	\$ 80,367.84
TEAM	2021	Maintenance Worker	HOURLY	2	\$ 30.83	\$ 32.30	\$ 33.84	\$ 35.47	\$ 37.15	\$ 38.64
TEAM	2021	Maintenance Worker	MONTHLY	2	\$ 5,343.60	\$ 5,599.12	\$ 5,864.96	\$ 6,148.86	\$ 6,439.20	\$ 6,697.32
TEAM	2021	Maintenance Worker	ANNUAL	2	\$ 64,123.20	\$ 67,189.44	\$ 70,379.52	\$ 73,786.32	\$ 77,270.40	\$ 80,367.84