

City of Kirkland
2026 Management Confidential Salary Table

GROUP /BU	JOB CLASS	Job Title	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAC	7226	Accounting Manager	HOURLY	\$ 62.83	\$ 64.72	\$ 66.66	\$ 68.66	\$ 70.72	\$ 72.84	\$ 75.02	\$ 77.27	\$ 79.59	\$ 81.98
MAC	7226	Accounting Manager	MONTHLY	\$ 10,891.05	\$ 11,217.78	\$ 11,554.31	\$ 11,900.94	\$ 12,257.97	\$ 12,625.71	\$ 13,004.48	\$ 13,394.62	\$ 13,796.45	\$ 14,210.35
MAC	7226	Accounting Manager	ANNUAL	\$ 130,692.58	\$ 134,613.36	\$ 138,651.76	\$ 142,811.30	\$ 147,095.64	\$ 151,508.51	\$ 156,053.77	\$ 160,735.38	\$ 165,557.45	\$ 170,524.17
MAC	7411	Accounting Supervisor	HOURLY	\$ 50.51	\$ 52.02	\$ 53.58	\$ 55.19	\$ 56.85	\$ 58.55	\$ 60.31	\$ 62.12	\$ 63.98	\$ 65.90
MAC	7411	Accounting Supervisor	MONTHLY	\$ 8,754.95	\$ 9,017.59	\$ 9,288.12	\$ 9,566.76	\$ 9,853.77	\$ 10,149.38	\$ 10,453.86	\$ 10,767.48	\$ 11,090.50	\$ 11,423.22
MAC	7411	Accounting Supervisor	ANNUAL	\$ 105,059.34	\$ 108,211.11	\$ 111,457.45	\$ 114,801.17	\$ 118,245.21	\$ 121,792.57	\$ 125,446.35	\$ 129,209.73	\$ 133,086.02	\$ 137,078.61
MAC	7716	Administrative Services Manager	HOURLY	\$ 60.06	\$ 61.86	\$ 63.72	\$ 65.63	\$ 67.60	\$ 69.63	\$ 71.71	\$ 73.87	\$ 76.08	\$ 78.36
MAC	7716	Administrative Services Manager	MONTHLY	\$ 10,410.79	\$ 10,723.11	\$ 11,044.80	\$ 11,376.14	\$ 11,717.43	\$ 12,068.95	\$ 12,431.02	\$ 12,803.95	\$ 13,188.07	\$ 13,583.71
MAC	7716	Administrative Services Manager	ANNUAL	\$ 124,929.42	\$ 128,677.28	\$ 132,537.60	\$ 136,513.72	\$ 140,609.14	\$ 144,827.41	\$ 149,172.23	\$ 153,647.40	\$ 158,256.84	\$ 163,004.53
MAC	7422	Administrative Supervisor	HOURLY	\$ 43.98	\$ 45.30	\$ 46.66	\$ 48.06	\$ 49.50	\$ 50.98	\$ 52.51	\$ 54.09	\$ 55.71	\$ 57.38
MAC	7422	Administrative Supervisor	MONTHLY	\$ 7,623.03	\$ 7,851.72	\$ 8,087.27	\$ 8,329.89	\$ 8,579.78	\$ 8,837.18	\$ 9,102.29	\$ 9,375.36	\$ 9,656.62	\$ 9,946.32
MAC	7422	Administrative Supervisor	ANNUAL	\$ 91,476.31	\$ 94,220.60	\$ 97,047.22	\$ 99,958.64	\$ 102,957.39	\$ 106,046.11	\$ 109,227.49	\$ 112,504.33	\$ 115,879.45	\$ 119,355.83
MAC	7217	Assistant City Attorney	HOURLY	\$ 63.27	\$ 65.17	\$ 67.12	\$ 69.13	\$ 71.21	\$ 73.35	\$ 75.55	\$ 77.81	\$ 80.15	\$ 82.55
MAC	7217	Assistant City Attorney	MONTHLY	\$ 10,966.91	\$ 11,295.91	\$ 11,634.79	\$ 11,983.83	\$ 12,343.35	\$ 12,713.65	\$ 13,095.06	\$ 13,487.91	\$ 13,892.55	\$ 14,309.32
MAC	7217	Assistant City Attorney	ANNUAL	\$ 131,602.86	\$ 135,550.94	\$ 139,617.47	\$ 143,805.97	\$ 148,120.17	\$ 152,563.77	\$ 157,140.68	\$ 161,854.91	\$ 166,710.54	\$ 171,711.86
MAC	7241	Assistant Court Administrator	HOURLY	\$ 60.06	\$ 61.86	\$ 63.72	\$ 65.63	\$ 67.60	\$ 69.63	\$ 71.71	\$ 73.87	\$ 76.08	\$ 78.36
MAC	7241	Assistant Court Administrator	MONTHLY	\$ 10,410.79	\$ 10,723.11	\$ 11,044.80	\$ 11,376.14	\$ 11,717.43	\$ 12,068.95	\$ 12,431.02	\$ 12,803.95	\$ 13,188.07	\$ 13,583.71
MAC	7241	Assistant Court Administrator	ANNUAL	\$ 124,929.42	\$ 128,677.28	\$ 132,537.60	\$ 136,513.72	\$ 140,609.14	\$ 144,827.41	\$ 149,172.23	\$ 153,647.40	\$ 158,256.84	\$ 163,004.53
MAC	7214	Building Official	HOURLY	\$ 64.37	\$ 66.30	\$ 68.29	\$ 70.34	\$ 72.45	\$ 74.62	\$ 76.86	\$ 79.17	\$ 81.54	\$ 83.99
MAC	7214	Building Official	MONTHLY	\$ 11,158.22	\$ 11,492.97	\$ 11,837.75	\$ 12,192.89	\$ 12,558.67	\$ 12,935.43	\$ 13,323.50	\$ 13,723.20	\$ 14,134.90	\$ 14,558.95
MAC	7214	Building Official	ANNUAL	\$ 133,898.63	\$ 137,915.59	\$ 142,053.05	\$ 146,314.66	\$ 150,704.09	\$ 155,225.21	\$ 159,881.96	\$ 164,678.42	\$ 169,618.78	\$ 174,707.35
MAC	7210	Capital Division Manager	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7210	Capital Division Manager	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7210	Capital Division Manager	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7402	Capital Projects Supervisor	HOURLY	\$ 64.77	\$ 66.72	\$ 68.72	\$ 70.78	\$ 72.90	\$ 75.09	\$ 77.34	\$ 79.66	\$ 82.05	\$ 84.52
MAC	7402	Capital Projects Supervisor	MONTHLY	\$ 11,227.91	\$ 11,564.75	\$ 11,911.69	\$ 12,269.04	\$ 12,637.11	\$ 13,016.22	\$ 13,406.71	\$ 13,808.91	\$ 14,223.18	\$ 14,649.88
MAC	7402	Capital Projects Supervisor	ANNUAL	\$ 134,734.91	\$ 138,776.96	\$ 142,940.26	\$ 147,228.48	\$ 151,645.33	\$ 156,194.68	\$ 160,880.54	\$ 165,706.94	\$ 170,678.16	\$ 175,798.50
MAC	7715	Chief Administrative Officer	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7715	Chief Administrative Officer	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7715	Chief Administrative Officer	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7051	Chief of Police	HOURLY	\$ 95.26	\$ 98.12	\$ 101.06	\$ 104.09	\$ 107.22	\$ 110.43	\$ 113.75	\$ 117.16	\$ 120.67	\$ 124.29
MAC	7051	Chief of Police	MONTHLY	\$ 16,512.55	\$ 17,007.93	\$ 17,518.17	\$ 18,043.71	\$ 18,585.03	\$ 19,142.58	\$ 19,716.85	\$ 20,308.36	\$ 20,917.61	\$ 21,545.14
MAC	7051	Chief of Police	ANNUAL	\$ 198,150.65	\$ 204,095.18	\$ 210,218.04	\$ 216,524.57	\$ 223,020.31	\$ 229,710.93	\$ 236,602.24	\$ 243,700.31	\$ 251,011.32	\$ 258,541.66
MAC	7050	City Attorney	HOURLY	\$ 90.73	\$ 93.45	\$ 96.25	\$ 99.14	\$ 102.11	\$ 105.18	\$ 108.33	\$ 111.58	\$ 114.93	\$ 118.38
MAC	7050	City Attorney	MONTHLY	\$ 15,726.35	\$ 16,198.14	\$ 16,684.09	\$ 17,184.61	\$ 17,700.15	\$ 18,231.15	\$ 18,778.09	\$ 19,341.43	\$ 19,921.67	\$ 20,519.32
MAC	7050	City Attorney	ANNUAL	\$ 188,716.21	\$ 194,377.69	\$ 200,209.03	\$ 206,215.29	\$ 212,401.75	\$ 218,773.81	\$ 225,337.03	\$ 232,097.13	\$ 239,060.05	\$ 246,231.85
MAC	7236	City Clerk	HOURLY	\$ 56.80	\$ 58.51	\$ 60.26	\$ 62.07	\$ 63.93	\$ 65.85	\$ 67.82	\$ 69.86	\$ 71.95	\$ 74.11
MAC	7236	City Clerk	MONTHLY	\$ 9,846.00	\$ 10,141.38	\$ 10,445.62	\$ 10,758.99	\$ 11,081.76	\$ 11,414.21	\$ 11,756.64	\$ 12,109.34	\$ 12,472.62	\$ 12,846.79
MAC	7236	City Clerk	ANNUAL	\$ 118,151.96	\$ 121,696.52	\$ 125,347.41	\$ 129,107.86	\$ 132,981.08	\$ 136,970.51	\$ 141,079.64	\$ 145,312.02	\$ 149,671.38	\$ 154,161.53
MAC	7001	City Manager	HOURLY	-	-	-	-	-	-	-	-	-	\$ 156.42
MAC	7001	City Manager	MONTHLY	-	-	-	-	-	-	-	-	-	\$ 27,114.33
MAC	7001	City Manager	ANNUAL	-	-	-	-	-	-	-	-	-	\$ 325,371.94
MAC	7712	Civilian Administrative Commander	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7712	Civilian Administrative Commander	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7712	Civilian Administrative Commander	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7234	Communications Program Manager	HOURLY	\$ 60.36	\$ 62.17	\$ 64.04	\$ 65.96	\$ 67.94	\$ 69.98	\$ 72.08	\$ 74.24	\$ 76.47	\$ 78.76
MAC	7234	Communications Program Manager	MONTHLY	\$ 10,463.29	\$ 10,777.19	\$ 11,100.50	\$ 11,433.52	\$ 11,776.52	\$ 12,129.82	\$ 12,493.71	\$ 12,868.53	\$ 13,254.58	\$ 13,652.22
MAC	7234	Communications Program Manager	ANNUAL	\$ 125,559.46	\$ 129,326.25	\$ 133,206.04	\$ 137,202.21	\$ 141,318.28	\$ 145,557.83	\$ 149,924.56	\$ 154,422.30	\$ 159,054.97	\$ 163,826.62
MAC	7431	Construction Inspection Supervisor	HOURLY	\$ 53.77	\$ 55.38	\$ 57.04	\$ 58.76	\$ 60.52	\$ 62.33	\$ 64.20	\$ 66.13	\$ 68.11	\$ 70.16
MAC	7431	Construction Inspection Supervisor	MONTHLY	\$ 9,320.37	\$ 9,599.98	\$ 9,887.98	\$ 10,184.62	\$ 10,490.15	\$ 10,804.86	\$ 11,129.00	\$ 11,462.87	\$ 11,806.76	\$ 12,160.96
MAC	7431	Construction Inspection Supervisor	ANNUAL	\$ 111,844.40	\$ 115,199.73	\$ 118,655.71	\$ 122,215.39	\$ 125,881.84	\$ 129,658.30	\$ 133,548.05	\$ 137,554.49	\$ 141,681.13	\$ 145,931.55
MAC	7205	Corrections Manager	HOURLY	\$ 68.61	\$ 70.67	\$ 72.79	\$ 74.97	\$ 77.22	\$ 79.54	\$ 81.92	\$ 84.38	\$ 86.91	\$ 89.52
MAC	7205	Corrections Manager	MONTHLY	\$ 11,892.99	\$ 12,249.78	\$ 12,617.28	\$ 12,995.79	\$ 13,385.67	\$ 13,787.24	\$ 14,200.85	\$ 14,626.88	\$ 15,065.69	\$ 15,517.66
MAC	7205	Corrections Manager	ANNUAL	\$ 142,715.90	\$ 146,997.41	\$ 151,407.32	\$ 155,949.53	\$ 160,628.02	\$ 165,446.86	\$ 170,410.25	\$ 175,522.58	\$ 180,788.26	\$ 186,211.90
MAC	7245	Court Administrator	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7245	Court Administrator	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7245	Court Administrator	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7418	Court Operations Supervisor	HOURLY	\$ 44.38	\$ 45.71	\$ 47.08	\$ 48.49	\$ 49.95	\$ 51.45	\$ 52.99	\$ 54.58	\$ 56.22	\$ 57.90
MAC	7418	Court Operations Supervisor	MONTHLY	\$ 7,692.61	\$ 7,923.39	\$ 8,161.09	\$ 8,405.92	\$ 8,658.10	\$ 8,917.84	\$ 9,185.38	\$ 9,460.94	\$ 9,744.77	\$ 10,037.11
MAC	7418	Court Operations Supervisor	ANNUAL	\$ 92,311.31	\$ 95,080.65	\$ 97,933.05	\$ 100,871.05	\$ 103,897.17	\$ 107,014.10	\$ 110,224.52	\$ 113,531.26	\$ 116,937.20	\$ 120,445.31
MAC	7244	Crisis Responder Supervisor	HOURLY	\$ 54.70	\$ 56.34	\$ 58.03	\$ 59.78	\$ 61.57	\$ 63.42	\$ 65.32	\$ 67.28	\$ 69.30	\$ 71.37
MAC	7244	Crisis Responder Supervisor	MONTHLY	\$ 9,482.19	\$ 9,766.65	\$ 10,059.66	\$ 10,361.44	\$ 10,672.29	\$ 10,992.46	\$ 11,322.23	\$ 11,661.90	\$ 12,011.75	\$ 12,372.11
MAC	7244	Crisis Responder Supervisor	ANNUAL	\$ 113,786.27	\$ 117,199.85	\$ 120,715.86	\$ 124,337.33	\$ 128,067.44	\$ 131,909.47	\$ 135,866.76	\$ 139,942.76	\$ 144,141.04	\$ 148,465.27
MAC	7420	Customer Accounts Supervisor	HOURLY	\$ 45.61	\$ 46.98	\$ 48.39	\$ 49.84	\$ 51.33	\$ 52.87	\$ 54.46	\$ 56.09	\$ 57.78	\$ 59.51
MAC	7420	Customer Accounts Supervisor	MONTHLY	\$ 7,905.82	\$ 8,142.99	\$ 8,387.28	\$ 8,638.90	\$ 8,898.07	\$ 9,165.01	\$ 9,439.96	\$ 9,723.16	\$ 10,014.85	\$ 10,315.30

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GROUP /BU	JOB CLASS	Job Title	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAC	7420	Customer Accounts Supervisor	ANNUAL	\$ 94,869.78	\$ 97,715.88	\$ 100,647.37	\$ 103,666.80	\$ 106,776.80	\$ 109,980.09	\$ 113,279.50	\$ 116,677.88	\$ 120,178.23	\$ 123,783.57
MAC	7414	Customer Service Supervisor	HOURLY	\$ 45.61	\$ 46.98	\$ 48.39	\$ 49.84	\$ 51.33	\$ 52.87	\$ 54.46	\$ 56.09	\$ 57.78	\$ 59.51
MAC	7414	Customer Service Supervisor	MONTHLY	\$ 7,905.82	\$ 8,142.99	\$ 8,387.28	\$ 8,638.90	\$ 8,898.07	\$ 9,165.01	\$ 9,439.96	\$ 9,723.16	\$ 10,014.85	\$ 10,315.30
MAC	7414	Customer Service Supervisor	ANNUAL	\$ 94,869.78	\$ 97,715.88	\$ 100,647.37	\$ 103,666.80	\$ 106,776.80	\$ 109,980.09	\$ 113,279.50	\$ 116,677.88	\$ 120,178.23	\$ 123,783.57
MAC	7003	Deputy City Manager	HOURLY	\$ 95.26	\$ 98.12	\$ 101.06	\$ 104.09	\$ 107.22	\$ 110.43	\$ 113.75	\$ 117.16	\$ 120.67	\$ 124.29
MAC	7003	Deputy City Manager	MONTHLY	\$ 16,512.55	\$ 17,007.93	\$ 17,518.17	\$ 18,043.71	\$ 18,585.03	\$ 19,142.58	\$ 19,716.85	\$ 20,308.36	\$ 20,917.61	\$ 21,545.14
MAC	7003	Deputy City Manager	ANNUAL	\$ 198,150.65	\$ 204,095.18	\$ 210,218.04	\$ 216,524.57	\$ 223,020.31	\$ 229,710.93	\$ 236,602.24	\$ 243,700.31	\$ 251,011.32	\$ 258,541.66
MAC	7206	Deputy Director Finance	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7206	Deputy Director Finance	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7206	Deputy Director Finance	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7239	Deputy Director IT	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7239	Deputy Director IT	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7239	Deputy Director IT	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7253	Deputy Director of Public Works - Eng., Plann., & Dev. Svcs.	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7253	Deputy Director of Public Works - Eng., Plann., & Dev. Svcs.	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7253	Deputy Director of Public Works - Eng., Plann., & Dev. Svcs.	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7252	Deputy Director of Public Works - Operations	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7252	Deputy Director of Public Works - Operations	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7252	Deputy Director of Public Works - Operations	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7201	Deputy Fire Chief	HOURLY	\$ 84.28	\$ 86.81	\$ 89.41	\$ 92.09	\$ 94.85	\$ 97.70	\$ 100.63	\$ 103.65	\$ 106.76	\$ 109.96
MAC	7201	Deputy Fire Chief	MONTHLY	\$ 14,608.63	\$ 15,046.89	\$ 15,498.30	\$ 15,963.25	\$ 16,442.14	\$ 16,935.41	\$ 17,443.47	\$ 17,966.77	\$ 18,505.78	\$ 19,060.95
MAC	7201	Deputy Fire Chief	ANNUAL	\$ 175,303.56	\$ 180,562.67	\$ 185,979.55	\$ 191,558.94	\$ 197,305.70	\$ 203,224.88	\$ 209,321.62	\$ 215,601.27	\$ 222,069.31	\$ 228,731.39
MAC	7218	Deputy Planning & Building Director	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7218	Deputy Planning & Building Director	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7218	Deputy Planning & Building Director	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7242	Deputy Police Chief	HOURLY	\$ 82.33	\$ 84.80	\$ 87.34	\$ 89.96	\$ 92.66	\$ 95.44	\$ 98.30	\$ 101.25	\$ 104.29	\$ 107.42
MAC	7242	Deputy Police Chief	MONTHLY	\$ 14,270.30	\$ 14,698.41	\$ 15,139.37	\$ 15,593.55	\$ 16,061.35	\$ 16,543.19	\$ 17,039.49	\$ 17,550.67	\$ 18,077.20	\$ 18,619.51
MAC	7242	Deputy Police Chief	ANNUAL	\$ 171,243.64	\$ 176,380.95	\$ 181,672.39	\$ 187,122.55	\$ 192,736.23	\$ 198,518.32	\$ 204,473.87	\$ 210,608.09	\$ 216,926.34	\$ 223,434.12
MAC	7209	Development Engineering Manager	HOURLY	\$ 67.88	\$ 69.92	\$ 72.02	\$ 74.18	\$ 76.40	\$ 78.69	\$ 81.06	\$ 83.49	\$ 85.99	\$ 88.57
MAC	7209	Development Engineering Manager	MONTHLY	\$ 11,766.80	\$ 12,119.81	\$ 12,483.40	\$ 12,857.90	\$ 13,243.64	\$ 13,640.95	\$ 14,050.18	\$ 14,471.68	\$ 14,905.83	\$ 15,353.01
MAC	7209	Development Engineering Manager	ANNUAL	\$ 141,201.61	\$ 145,437.66	\$ 149,800.79	\$ 154,294.82	\$ 158,923.66	\$ 163,691.37	\$ 168,602.11	\$ 173,660.19	\$ 178,869.98	\$ 184,236.09
MAC	7401	Development Engineering Supervisor	HOURLY	\$ 63.53	\$ 65.44	\$ 67.40	\$ 69.42	\$ 71.51	\$ 73.65	\$ 75.86	\$ 78.14	\$ 80.48	\$ 82.90
MAC	7401	Development Engineering Supervisor	MONTHLY	\$ 11,012.75	\$ 11,343.13	\$ 11,683.43	\$ 12,033.93	\$ 12,394.95	\$ 12,766.80	\$ 13,149.80	\$ 13,544.29	\$ 13,950.62	\$ 14,369.14
MAC	7401	Development Engineering Supervisor	ANNUAL	\$ 132,152.99	\$ 136,117.58	\$ 140,201.11	\$ 144,407.14	\$ 148,739.36	\$ 153,201.54	\$ 157,797.59	\$ 162,531.51	\$ 167,407.46	\$ 172,429.69
MAC	7428	Diversity, Equity, Inclusion & Belonging Manager	HOURLY	\$ 60.36	\$ 62.17	\$ 64.04	\$ 65.96	\$ 67.94	\$ 69.98	\$ 72.08	\$ 74.24	\$ 76.47	\$ 78.76
MAC	7428	Diversity, Equity, Inclusion & Belonging Manager	MONTHLY	\$ 10,463.29	\$ 10,777.19	\$ 11,100.50	\$ 11,433.52	\$ 11,776.52	\$ 12,129.82	\$ 12,493.71	\$ 12,868.53	\$ 13,254.58	\$ 13,652.22
MAC	7428	Diversity, Equity, Inclusion & Belonging Manager	ANNUAL	\$ 125,559.46	\$ 129,326.25	\$ 133,206.04	\$ 137,202.21	\$ 141,318.28	\$ 145,557.83	\$ 149,924.56	\$ 154,422.30	\$ 159,054.97	\$ 163,826.62
MAC	7207	Economic Development Manager	HOURLY	\$ 65.06	\$ 67.01	\$ 69.02	\$ 71.09	\$ 73.23	\$ 75.42	\$ 77.69	\$ 80.02	\$ 82.42	\$ 84.89
MAC	7207	Economic Development Manager	MONTHLY	\$ 11,277.50	\$ 11,615.83	\$ 11,964.30	\$ 12,323.23	\$ 12,692.93	\$ 13,073.72	\$ 13,465.93	\$ 13,869.91	\$ 14,286.00	\$ 14,714.58
MAC	7207	Economic Development Manager	ANNUAL	\$ 135,330.02	\$ 139,389.92	\$ 143,571.62	\$ 147,878.77	\$ 152,315.13	\$ 156,884.59	\$ 161,591.13	\$ 166,438.86	\$ 171,432.03	\$ 176,574.99
MAC	7220	Emergency Manager	HOURLY	\$ 61.15	\$ 62.99	\$ 64.88	\$ 66.83	\$ 68.83	\$ 70.90	\$ 73.02	\$ 75.21	\$ 77.47	\$ 79.79
MAC	7220	Emergency Manager	MONTHLY	\$ 10,600.54	\$ 10,918.56	\$ 11,246.12	\$ 11,583.50	\$ 11,931.00	\$ 12,288.94	\$ 12,657.60	\$ 13,037.33	\$ 13,428.45	\$ 13,831.31
MAC	7220	Emergency Manager	ANNUAL	\$ 127,206.51	\$ 131,022.73	\$ 134,953.39	\$ 139,002.01	\$ 143,172.05	\$ 147,467.22	\$ 151,891.24	\$ 156,447.96	\$ 161,141.41	\$ 165,975.66
MAC	7256	Events & Customer Services Manager	HOURLY	\$ 56.86	\$ 58.56	\$ 60.32	\$ 62.13	\$ 63.99	\$ 65.91	\$ 67.89	\$ 69.93	\$ 72.03	\$ 74.19
MAC	7256	Events & Customer Services Manager	MONTHLY	\$ 9,855.81	\$ 10,151.48	\$ 10,456.03	\$ 10,769.71	\$ 11,092.80	\$ 11,425.58	\$ 11,768.35	\$ 12,121.40	\$ 12,485.04	\$ 12,859.59
MAC	7256	Events & Customer Services Manager	ANNUAL	\$ 118,269.70	\$ 121,817.79	\$ 125,472.32	\$ 129,236.49	\$ 133,113.58	\$ 137,107.00	\$ 141,220.20	\$ 145,456.79	\$ 149,820.51	\$ 154,315.13
MAC	7704	Executive Assistant	HOURLY	\$ 43.98	\$ 45.30	\$ 46.66	\$ 48.06	\$ 49.50	\$ 50.98	\$ 52.51	\$ 54.09	\$ 55.71	\$ 57.38
MAC	7704	Executive Assistant	MONTHLY	\$ 7,623.03	\$ 7,851.72	\$ 8,087.27	\$ 8,329.89	\$ 8,579.78	\$ 8,837.18	\$ 9,102.29	\$ 9,375.36	\$ 9,656.62	\$ 9,946.32
MAC	7704	Executive Assistant	ANNUAL	\$ 91,476.31	\$ 94,220.60	\$ 97,047.22	\$ 99,958.64	\$ 102,957.39	\$ 106,046.11	\$ 109,227.49	\$ 112,504.33	\$ 115,879.45	\$ 119,355.83
MAC	7249	Executive Director	HOURLY	\$ 70.00	\$ 72.10	\$ 74.26	\$ 76.49	\$ 78.79	\$ 81.15	\$ 83.59	\$ 86.09	\$ 88.68	\$ 91.34
MAC	7249	Executive Director	MONTHLY	\$ 12,134.11	\$ 12,498.13	\$ 12,873.07	\$ 13,259.26	\$ 13,657.04	\$ 14,066.75	\$ 14,488.76	\$ 14,923.42	\$ 15,371.12	\$ 15,832.25
MAC	7249	Executive Director	ANNUAL	\$ 145,609.26	\$ 149,977.53	\$ 154,476.86	\$ 159,111.17	\$ 163,884.50	\$ 168,801.04	\$ 173,865.07	\$ 179,081.02	\$ 184,453.45	\$ 189,987.05
MAC	7229	Facilities Services Manager	HOURLY	\$ 60.36	\$ 62.17	\$ 64.04	\$ 65.96	\$ 67.94	\$ 69.98	\$ 72.08	\$ 74.24	\$ 76.47	\$ 78.76
MAC	7229	Facilities Services Manager	MONTHLY	\$ 10,463.29	\$ 10,777.19	\$ 11,100.50	\$ 11,433.52	\$ 11,776.52	\$ 12,129.82	\$ 12,493.71	\$ 12,868.53	\$ 13,254.58	\$ 13,652.22
MAC	7229	Facilities Services Manager	ANNUAL	\$ 125,559.46	\$ 129,326.25	\$ 133,206.04	\$ 137,202.21	\$ 141,318.28	\$ 145,557.83	\$ 149,924.56	\$ 154,422.30	\$ 159,054.97	\$ 163,826.62
MAC	7053	Finance Director	HOURLY	\$ 85.60	\$ 88.16	\$ 90.81	\$ 93.53	\$ 96.34	\$ 99.23	\$ 102.21	\$ 105.27	\$ 108.43	\$ 111.68
MAC	7053	Finance Director	MONTHLY	\$ 14,837.37	\$ 15,282.49	\$ 15,740.96	\$ 16,213.19	\$ 16,699.59	\$ 17,200.58	\$ 17,716.59	\$ 18,248.09	\$ 18,795.53	\$ 19,359.40
MAC	7053	Finance Director	ANNUAL	\$ 178,048.41	\$ 183,389.88	\$ 188,891.57	\$ 194,558.30	\$ 200,395.05	\$ 206,406.92	\$ 212,599.12	\$ 218,977.08	\$ 225,546.39	\$ 232,312.79
MAC	7709	Financial Operations Manager	HOURLY	\$ 60.06	\$ 61.86	\$ 63.72	\$ 65.63	\$ 67.60	\$ 69.63	\$ 71.71	\$ 73.87	\$ 76.08	\$ 78.36
MAC	7709	Financial Operations Manager	MONTHLY	\$ 10,410.79	\$ 10,723.11	\$ 11,044.80	\$ 11,376.14	\$ 11,717.43	\$ 12,068.95	\$ 12,431.02	\$ 12,803.95	\$ 13,188.07	\$ 13,583.71
MAC	7709	Financial Operations Manager	ANNUAL	\$ 124,929.42	\$ 128,677.28	\$ 132,537.60	\$ 136,513.72	\$ 140,609.14	\$ 144,827.41	\$ 149,172.23	\$ 153,647.40	\$ 158,256.84	\$ 163,004.53
MAC	7434	Financial Operations Supervisor	HOURLY	\$ 50.51	\$ 52.02	\$ 53.58	\$ 55.19	\$ 56.85	\$ 58.55	\$ 60.31	\$ 62.12	\$ 63.98	\$ 65.90
MAC	7434	Financial Operations Supervisor	MONTHLY	\$ 8,754.95	\$ 9,017.59	\$ 9,288.12	\$ 9,566.76	\$ 9,853.77	\$ 10,149.38	\$ 10,453.86	\$ 10,767.48	\$ 11,090.50	\$ 11,423.22
MAC	7434	Financial Operations Supervisor	ANNUAL	\$ 105,059.34	\$ 108,211.11	\$ 111,457.45	\$ 114,801.17	\$ 118,245.21	\$ 121,792.57	\$ 125,446.35	\$ 129,209.73	\$ 133,086.02	\$ 137,078.61
MAC	7223	Financial Planning Manager	HOURLY	\$ 63.11	\$ 65.00	\$ 66.95	\$ 68.96	\$ 71.03	\$ 73.16	\$ 75.35	\$ 77.61	\$ 79.94	\$ 82.34

City of Kirkland
2026 Management Confidential Salary Table

GROUP /BU	JOB CLASS	Job Title	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAC	7223	Financial Planning Manager	MONTHLY	\$ 10,938.64	\$ 11,266.80	\$ 11,604.80	\$ 11,952.95	\$ 12,311.54	\$ 12,680.88	\$ 13,061.31	\$ 13,453.15	\$ 13,856.74	\$ 14,272.44
MAC	7223	Financial Planning Manager	ANNUAL	\$ 131,263.67	\$ 135,201.59	\$ 139,257.63	\$ 143,435.36	\$ 147,738.43	\$ 152,170.57	\$ 156,735.71	\$ 161,437.78	\$ 166,280.89	\$ 171,269.33
MAC	7710	Financial Planning Supervisor	HOURLY	\$ 54.11	\$ 55.74	\$ 57.41	\$ 59.13	\$ 60.91	\$ 62.73	\$ 64.61	\$ 66.55	\$ 68.55	\$ 70.61
MAC	7710	Financial Planning Supervisor	MONTHLY	\$ 9,380.10	\$ 9,661.51	\$ 9,951.35	\$ 10,249.89	\$ 10,557.39	\$ 10,874.11	\$ 11,200.33	\$ 11,536.34	\$ 11,882.43	\$ 12,238.91
MAC	7710	Financial Planning Supervisor	ANNUAL	\$ 112,561.22	\$ 115,938.06	\$ 119,416.20	\$ 122,998.69	\$ 126,688.65	\$ 130,489.31	\$ 134,403.98	\$ 138,436.11	\$ 142,589.18	\$ 146,866.86
MAC	7433	Fire Business Operations Supervisor	HOURLY	\$ 53.73	\$ 55.34	\$ 57.00	\$ 58.71	\$ 60.47	\$ 62.29	\$ 64.15	\$ 66.08	\$ 68.06	\$ 70.10
MAC	7433	Fire Business Operations Supervisor	MONTHLY	\$ 9,313.21	\$ 9,592.61	\$ 9,880.38	\$ 10,176.80	\$ 10,482.10	\$ 10,796.56	\$ 11,120.46	\$ 11,454.07	\$ 11,797.70	\$ 12,151.63
MAC	7433	Fire Business Operations Supervisor	ANNUAL	\$ 111,758.51	\$ 115,111.26	\$ 118,564.60	\$ 122,121.55	\$ 125,785.19	\$ 129,558.74	\$ 133,445.50	\$ 137,448.87	\$ 141,572.34	\$ 145,819.51
MAC	7052	Fire Chief	HOURLY	\$ 95.26	\$ 98.12	\$ 101.06	\$ 104.09	\$ 107.22	\$ 110.43	\$ 113.75	\$ 117.16	\$ 120.67	\$ 124.29
MAC	7052	Fire Chief	MONTHLY	\$ 16,512.55	\$ 17,007.93	\$ 17,518.17	\$ 18,043.71	\$ 18,585.03	\$ 19,142.58	\$ 19,716.85	\$ 20,308.36	\$ 20,917.61	\$ 21,545.14
MAC	7052	Fire Chief	ANNUAL	\$ 198,150.65	\$ 204,095.18	\$ 210,218.04	\$ 216,524.57	\$ 223,020.31	\$ 229,710.93	\$ 236,602.24	\$ 243,700.31	\$ 251,011.32	\$ 258,541.66
MAC	7235	Fleet Manager	HOURLY	\$ 56.95	\$ 58.66	\$ 60.42	\$ 62.23	\$ 64.10	\$ 66.02	\$ 68.00	\$ 70.04	\$ 72.14	\$ 74.31
MAC	7235	Fleet Manager	MONTHLY	\$ 9,872.03	\$ 10,168.19	\$ 10,473.23	\$ 10,787.43	\$ 11,111.05	\$ 11,444.39	\$ 11,787.72	\$ 12,141.35	\$ 12,505.59	\$ 12,880.76
MAC	7235	Fleet Manager	ANNUAL	\$ 118,464.33	\$ 122,018.26	\$ 125,678.80	\$ 129,449.16	\$ 133,332.64	\$ 137,332.62	\$ 141,452.60	\$ 145,696.18	\$ 150,067.06	\$ 154,569.08
MAC	7240	Government Affairs Manager	HOURLY	\$ 60.36	\$ 62.17	\$ 64.04	\$ 65.96	\$ 67.94	\$ 69.98	\$ 72.08	\$ 74.24	\$ 76.47	\$ 78.76
MAC	7240	Government Affairs Manager	MONTHLY	\$ 10,463.29	\$ 10,777.19	\$ 11,100.50	\$ 11,433.52	\$ 11,776.52	\$ 12,129.82	\$ 12,493.71	\$ 12,868.53	\$ 13,254.58	\$ 13,652.22
MAC	7240	Government Affairs Manager	ANNUAL	\$ 125,559.46	\$ 129,326.25	\$ 133,206.04	\$ 137,202.21	\$ 141,318.28	\$ 145,557.83	\$ 149,924.56	\$ 154,422.30	\$ 159,054.97	\$ 163,826.62
MAC	7413	Green Kirkland Partnership Supervisor	HOURLY	\$ 47.38	\$ 48.80	\$ 50.27	\$ 51.78	\$ 53.33	\$ 54.93	\$ 56.58	\$ 58.27	\$ 60.02	\$ 61.82
MAC	7413	Green Kirkland Partnership Supervisor	MONTHLY	\$ 8,213.17	\$ 8,459.57	\$ 8,713.35	\$ 8,974.75	\$ 9,244.00	\$ 9,521.32	\$ 9,806.96	\$ 10,101.17	\$ 10,404.20	\$ 10,716.33
MAC	7413	Green Kirkland Partnership Supervisor	ANNUAL	\$ 98,558.06	\$ 101,514.80	\$ 104,560.25	\$ 107,697.05	\$ 110,927.96	\$ 114,255.80	\$ 117,683.48	\$ 121,213.98	\$ 124,850.40	\$ 128,595.91
MAC	7702	Human Resources Analyst	HOURLY	\$ 44.38	\$ 45.71	\$ 47.08	\$ 48.49	\$ 49.95	\$ 51.44	\$ 52.99	\$ 54.58	\$ 56.21	\$ 57.90
MAC	7702	Human Resources Analyst	MONTHLY	\$ 7,692.10	\$ 7,922.86	\$ 8,160.55	\$ 8,405.37	\$ 8,657.53	\$ 8,917.25	\$ 9,184.77	\$ 9,460.31	\$ 9,744.12	\$ 10,036.45
MAC	7702	Human Resources Analyst	ANNUAL	\$ 92,305.20	\$ 95,074.36	\$ 97,926.59	\$ 100,864.38	\$ 103,890.32	\$ 107,007.02	\$ 110,217.24	\$ 113,523.76	\$ 116,929.47	\$ 120,437.36
MAC	7707	Human Resources Assistant	HOURLY	\$ 33.94	\$ 34.96	\$ 36.01	\$ 37.09	\$ 38.21	\$ 39.35	\$ 40.53	\$ 41.75	\$ 43.00	\$ 44.29
MAC	7707	Human Resources Assistant	MONTHLY	\$ 5,884.00	\$ 6,060.52	\$ 6,242.36	\$ 6,429.62	\$ 6,622.48	\$ 6,821.18	\$ 7,025.80	\$ 7,236.58	\$ 7,453.68	\$ 7,677.28
MAC	7707	Human Resources Assistant	ANNUAL	\$ 70,608.00	\$ 72,726.24	\$ 74,908.32	\$ 77,155.44	\$ 79,469.76	\$ 81,854.16	\$ 84,309.60	\$ 86,838.96	\$ 89,444.16	\$ 92,127.36
MAC	7705	Human Resources Coordinator	HOURLY	\$ 39.29	\$ 40.47	\$ 41.68	\$ 42.93	\$ 44.22	\$ 45.55	\$ 46.91	\$ 48.32	\$ 49.77	\$ 51.26
MAC	7705	Human Resources Coordinator	MONTHLY	\$ 6,810.38	\$ 7,014.68	\$ 7,225.10	\$ 7,441.86	\$ 7,665.14	\$ 7,895.06	\$ 8,131.92	\$ 8,375.92	\$ 8,627.18	\$ 8,885.96
MAC	7705	Human Resources Coordinator	ANNUAL	\$ 81,724.56	\$ 84,176.16	\$ 86,701.20	\$ 89,302.32	\$ 91,981.68	\$ 94,740.72	\$ 97,583.04	\$ 100,511.04	\$ 103,526.16	\$ 106,631.52
MAC	7057	Human Resources Director	HOURLY	\$ 85.60	\$ 88.16	\$ 90.81	\$ 93.53	\$ 96.34	\$ 99.23	\$ 102.21	\$ 105.27	\$ 108.43	\$ 111.68
MAC	7057	Human Resources Director	MONTHLY	\$ 14,837.37	\$ 15,282.49	\$ 15,740.96	\$ 16,213.19	\$ 16,699.59	\$ 17,200.58	\$ 17,716.59	\$ 18,248.09	\$ 18,795.53	\$ 19,359.40
MAC	7057	Human Resources Director	ANNUAL	\$ 178,048.41	\$ 183,389.88	\$ 188,891.57	\$ 194,558.30	\$ 200,395.05	\$ 206,406.92	\$ 212,599.12	\$ 218,977.08	\$ 225,546.39	\$ 232,312.79
MAC	7711	Human Resources Manager	HOURLY	\$ 62.68	\$ 64.56	\$ 66.50	\$ 68.49	\$ 70.55	\$ 72.67	\$ 74.85	\$ 77.09	\$ 79.40	\$ 81.79
MAC	7711	Human Resources Manager	MONTHLY	\$ 10,865.30	\$ 11,191.26	\$ 11,527.00	\$ 11,872.81	\$ 12,228.99	\$ 12,595.86	\$ 12,973.74	\$ 13,362.95	\$ 13,763.84	\$ 14,176.75
MAC	7711	Human Resources Manager	ANNUAL	\$ 130,383.60	\$ 134,295.10	\$ 138,323.96	\$ 142,473.67	\$ 146,747.88	\$ 151,150.32	\$ 155,684.83	\$ 160,355.37	\$ 165,166.03	\$ 170,121.02
MAC	7247	Human Services Manager	HOURLY	\$ 59.16	\$ 60.94	\$ 62.77	\$ 64.65	\$ 66.59	\$ 68.59	\$ 70.65	\$ 72.76	\$ 74.95	\$ 77.20
MAC	7247	Human Services Manager	MONTHLY	\$ 10,255.56	\$ 10,563.22	\$ 10,880.12	\$ 11,206.52	\$ 11,542.72	\$ 11,889.00	\$ 12,245.67	\$ 12,613.04	\$ 12,991.43	\$ 13,381.17
MAC	7247	Human Services Manager	ANNUAL	\$ 123,066.66	\$ 126,758.68	\$ 130,561.43	\$ 134,478.27	\$ 138,512.60	\$ 142,667.98	\$ 146,948.04	\$ 151,356.48	\$ 155,897.15	\$ 160,574.09
MAC	7238	Human Services Supervisor	HOURLY	\$ 49.62	\$ 51.11	\$ 52.64	\$ 54.22	\$ 55.85	\$ 57.52	\$ 59.25	\$ 61.03	\$ 62.86	\$ 64.74
MAC	7238	Human Services Supervisor	MONTHLY	\$ 8,601.28	\$ 8,859.31	\$ 9,125.09	\$ 9,398.85	\$ 9,680.81	\$ 9,971.24	\$ 10,270.37	\$ 10,578.48	\$ 10,895.84	\$ 11,222.71
MAC	7238	Human Services Supervisor	ANNUAL	\$ 103,215.31	\$ 106,311.76	\$ 109,501.12	\$ 112,786.16	\$ 116,169.74	\$ 119,654.83	\$ 123,244.48	\$ 126,941.81	\$ 130,750.06	\$ 134,672.56
MAC	7409	Inspection Supervisor	HOURLY	\$ 53.77	\$ 55.38	\$ 57.04	\$ 58.76	\$ 60.52	\$ 62.33	\$ 64.20	\$ 66.13	\$ 68.11	\$ 70.16
MAC	7409	Inspection Supervisor	MONTHLY	\$ 9,320.37	\$ 9,599.98	\$ 9,887.98	\$ 10,184.62	\$ 10,490.15	\$ 10,804.86	\$ 11,129.00	\$ 11,462.87	\$ 11,806.76	\$ 12,160.96
MAC	7409	Inspection Supervisor	ANNUAL	\$ 111,844.40	\$ 115,199.73	\$ 118,655.71	\$ 122,215.39	\$ 125,881.84	\$ 129,658.30	\$ 133,548.05	\$ 137,554.49	\$ 141,681.13	\$ 145,931.55
MAC	7054	IT Director	HOURLY	\$ 85.60	\$ 88.16	\$ 90.81	\$ 93.53	\$ 96.34	\$ 99.23	\$ 102.21	\$ 105.27	\$ 108.43	\$ 111.68
MAC	7054	IT Director	MONTHLY	\$ 14,837.37	\$ 15,282.49	\$ 15,740.96	\$ 16,213.19	\$ 16,699.59	\$ 17,200.58	\$ 17,716.59	\$ 18,248.09	\$ 18,795.53	\$ 19,359.40
MAC	7054	IT Director	ANNUAL	\$ 178,048.41	\$ 183,389.88	\$ 188,891.57	\$ 194,558.30	\$ 200,395.05	\$ 206,406.92	\$ 212,599.12	\$ 218,977.08	\$ 225,546.39	\$ 232,312.79
MAC	7211	IT Manager - Enterprise Applications	HOURLY	\$ 69.32	\$ 71.40	\$ 73.55	\$ 75.75	\$ 78.02	\$ 80.37	\$ 82.78	\$ 85.26	\$ 87.82	\$ 90.45
MAC	7211	IT Manager - Enterprise Applications	MONTHLY	\$ 12,016.63	\$ 12,377.13	\$ 12,748.45	\$ 13,130.90	\$ 13,524.83	\$ 13,930.57	\$ 14,348.49	\$ 14,778.94	\$ 15,222.31	\$ 15,678.98
MAC	7211	IT Manager - Enterprise Applications	ANNUAL	\$ 144,199.60	\$ 148,525.58	\$ 152,981.36	\$ 157,570.79	\$ 162,297.92	\$ 167,166.85	\$ 172,181.87	\$ 177,347.32	\$ 182,667.74	\$ 188,147.78
MAC	7212	IT Manager - Network & Operations	HOURLY	\$ 69.32	\$ 71.40	\$ 73.55	\$ 75.75	\$ 78.02	\$ 80.37	\$ 82.78	\$ 85.26	\$ 87.82	\$ 90.45
MAC	7212	IT Manager - Network & Operations	MONTHLY	\$ 12,016.63	\$ 12,377.13	\$ 12,748.45	\$ 13,130.90	\$ 13,524.83	\$ 13,930.57	\$ 14,348.49	\$ 14,778.94	\$ 15,222.31	\$ 15,678.98
MAC	7212	IT Manager - Network & Operations	ANNUAL	\$ 144,199.60	\$ 148,525.58	\$ 152,981.36	\$ 157,570.79	\$ 162,297.92	\$ 167,166.85	\$ 172,181.87	\$ 177,347.32	\$ 182,667.74	\$ 188,147.78
MAC	7213	IT Manager - Spatial Systems	HOURLY	\$ 69.32	\$ 71.40	\$ 73.55	\$ 75.75	\$ 78.02	\$ 80.37	\$ 82.78	\$ 85.26	\$ 87.82	\$ 90.45
MAC	7213	IT Manager - Spatial Systems	MONTHLY	\$ 12,016.63	\$ 12,377.13	\$ 12,748.45	\$ 13,130.90	\$ 13,524.83	\$ 13,930.57	\$ 14,348.49	\$ 14,778.94	\$ 15,222.31	\$ 15,678.98
MAC	7213	IT Manager - Spatial Systems	ANNUAL	\$ 144,199.60	\$ 148,525.58	\$ 152,981.36	\$ 157,570.79	\$ 162,297.92	\$ 167,166.85	\$ 172,181.87	\$ 177,347.32	\$ 182,667.74	\$ 188,147.78
MAC	7429	IT Supervisor	HOURLY	\$ 59.49	\$ 61.28	\$ 63.11	\$ 65.01	\$ 66.96	\$ 68.97	\$ 71.04	\$ 73.17	\$ 75.36	\$ 77.62
MAC	7429	IT Supervisor	MONTHLY	\$ 10,312.12	\$ 10,621.49	\$ 10,940.13	\$ 11,268.34	\$ 11,606.39	\$ 11,954.58	\$ 12,313.22	\$ 12,682.61	\$ 13,063.09	\$ 13,454.98
MAC	7429	IT Supervisor	ANNUAL	\$ 123,745.49	\$ 127,457.87	\$ 131,281.57	\$ 135,220.03	\$ 139,276.64	\$ 143,454.95	\$ 147,758.59	\$ 152,191.35	\$ 156,757.08	\$ 161,459.81
MAC	7254	Labor and Employee Relations Manager	HOURLY	\$ 62.68	\$ 64.56	\$ 66.50	\$ 68.49	\$ 70.55	\$ 72.67	\$ 74.85	\$ 77.09	\$ 79.40	\$ 81.79
MAC	7254	Labor and Employee Relations Manager	MONTHLY	\$ 10,865.30	\$ 11,191.26	\$ 11,527.00	\$ 11,872.81	\$ 12,228.99	\$ 12,595.86	\$ 12,973.74	\$ 13,362.95	\$ 13,763.84	\$ 14,176.75
MAC	7254	Labor and Employee Relations Manager	ANNUAL	\$ 130,383.60	\$ 134,295.10	\$ 138,323.96	\$ 142,473.67	\$ 146,747.88	\$ 151,150.32	\$ 155,684.83	\$ 160,355.37	\$ 165,166.03	\$ 170,121.02
MAC	7706	Legal Assistant	HOURLY	\$ 35.51	\$ 36.57	\$ 37.67	\$ 38.80	\$ 39.96	\$ 41.16	\$ 42.40	\$ 43.67	\$ 44.98	\$ 46.33
MAC	7706	Legal Assistant	MONTHLY	\$ 6,154.64	\$ 6,339.26	\$ 6,529.42	\$ 6,725.32	\$ 6,927.06	\$ 7,134.88	\$ 7,348.96	\$ 7,569.40	\$ 7,796.46	\$ 8,030.40
MAC	7706	Legal Assistant	ANNUAL	\$ 73,855.68	\$ 76,071.12	\$ 78,353.04	\$ 80,703.84	\$ 83,124.72	\$ 85,618.56	\$ 88,187.52	\$ 90,832.80	\$ 93,557.52	\$ 96,364.80

City of Kirkland
2026 Management Confidential Salary Table

GROUP /BU	JOB CLASS	Job Title	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAC	7002	Municipal Court Judge	HOURLY	-	-	-	-	-	-	-	-	-	\$ 108.70
MAC	7002	Municipal Court Judge	MONTHLY	-	-	-	-	-	-	-	-	-	\$ 18,841.33
MAC	7002	Municipal Court Judge	ANNUAL	-	-	-	-	-	-	-	-	-	\$ 226,096.00
MAC	7714	Paralegal	HOURLY	\$ 39.82	\$ 41.01	\$ 42.24	\$ 43.51	\$ 44.82	\$ 46.16	\$ 47.54	\$ 48.97	\$ 50.44	\$ 51.95
MAC	7714	Paralegal	MONTHLY	\$ 6,901.98	\$ 7,109.06	\$ 7,322.32	\$ 7,542.00	\$ 7,768.26	\$ 8,001.28	\$ 8,241.32	\$ 8,488.54	\$ 8,743.24	\$ 9,005.56
MAC	7714	Paralegal	ANNUAL	\$ 82,823.76	\$ 85,308.72	\$ 87,867.84	\$ 90,504.00	\$ 93,219.12	\$ 96,015.36	\$ 98,895.84	\$ 101,862.48	\$ 104,918.88	\$ 108,066.72
MAC	7215	Parks & Community Services Deputy Director	HOURLY	\$ 73.63	\$ 75.84	\$ 78.12	\$ 80.46	\$ 82.87	\$ 85.36	\$ 87.92	\$ 90.56	\$ 93.27	\$ 96.07
MAC	7215	Parks & Community Services Deputy Director	MONTHLY	\$ 12,763.33	\$ 13,146.23	\$ 13,540.61	\$ 13,946.83	\$ 14,365.24	\$ 14,796.20	\$ 15,240.08	\$ 15,697.28	\$ 16,168.20	\$ 16,653.25
MAC	7215	Parks & Community Services Deputy Director	ANNUAL	\$ 153,159.93	\$ 157,754.74	\$ 162,487.37	\$ 167,361.98	\$ 172,382.85	\$ 177,554.34	\$ 182,880.96	\$ 188,367.40	\$ 194,018.42	\$ 199,838.97
MAC	7056	Parks & Community Services Director	HOURLY	\$ 85.60	\$ 88.16	\$ 90.81	\$ 93.53	\$ 96.34	\$ 99.23	\$ 102.21	\$ 105.27	\$ 108.43	\$ 111.68
MAC	7056	Parks & Community Services Director	MONTHLY	\$ 14,837.37	\$ 15,282.49	\$ 15,740.96	\$ 16,213.19	\$ 16,699.59	\$ 17,200.58	\$ 17,716.59	\$ 18,248.09	\$ 18,795.53	\$ 19,359.40
MAC	7056	Parks & Community Services Director	ANNUAL	\$ 178,048.41	\$ 183,389.88	\$ 188,891.57	\$ 194,558.30	\$ 200,395.05	\$ 206,406.92	\$ 212,599.12	\$ 218,977.08	\$ 225,546.39	\$ 232,312.79
MAC	7412	Parks Maintenance Supervisor	HOURLY	\$ 47.38	\$ 48.80	\$ 50.27	\$ 51.78	\$ 53.33	\$ 54.93	\$ 56.58	\$ 58.27	\$ 60.02	\$ 61.82
MAC	7412	Parks Maintenance Supervisor	MONTHLY	\$ 8,213.17	\$ 8,459.57	\$ 8,713.35	\$ 8,974.75	\$ 9,244.00	\$ 9,521.32	\$ 9,806.96	\$ 10,101.17	\$ 10,404.20	\$ 10,716.33
MAC	7412	Parks Maintenance Supervisor	ANNUAL	\$ 98,558.06	\$ 101,514.80	\$ 104,560.25	\$ 107,697.05	\$ 110,927.96	\$ 114,255.80	\$ 117,683.48	\$ 121,213.98	\$ 124,850.40	\$ 128,595.91
MAC	7230	Parks Operations Manager	HOURLY	\$ 56.86	\$ 58.56	\$ 60.32	\$ 62.13	\$ 63.99	\$ 65.91	\$ 67.89	\$ 69.93	\$ 72.03	\$ 74.19
MAC	7230	Parks Operations Manager	MONTHLY	\$ 9,855.81	\$ 10,151.48	\$ 10,456.03	\$ 10,769.71	\$ 11,092.80	\$ 11,425.58	\$ 11,768.35	\$ 12,121.40	\$ 12,485.04	\$ 12,859.59
MAC	7230	Parks Operations Manager	ANNUAL	\$ 118,269.70	\$ 121,817.79	\$ 125,472.32	\$ 129,236.49	\$ 133,113.58	\$ 137,107.00	\$ 141,220.20	\$ 145,456.79	\$ 149,820.51	\$ 154,315.13
MAC	7237	Parks Planning & Development Manager	HOURLY	\$ 56.86	\$ 58.56	\$ 60.32	\$ 62.13	\$ 63.99	\$ 65.91	\$ 67.89	\$ 69.93	\$ 72.03	\$ 74.19
MAC	7237	Parks Planning & Development Manager	MONTHLY	\$ 9,855.81	\$ 10,151.48	\$ 10,456.03	\$ 10,769.71	\$ 11,092.80	\$ 11,425.58	\$ 11,768.35	\$ 12,121.40	\$ 12,485.04	\$ 12,859.59
MAC	7237	Parks Planning & Development Manager	ANNUAL	\$ 118,269.70	\$ 121,817.79	\$ 125,472.32	\$ 129,236.49	\$ 133,113.58	\$ 137,107.00	\$ 141,220.20	\$ 145,456.79	\$ 149,820.51	\$ 154,315.13
MAC	7255	Parks Superintendent	HOURLY	\$ 65.09	\$ 67.04	\$ 69.05	\$ 71.12	\$ 73.25	\$ 75.45	\$ 77.72	\$ 80.05	\$ 82.45	\$ 84.92
MAC	7255	Parks Superintendent	MONTHLY	\$ 11,281.91	\$ 11,620.37	\$ 11,968.98	\$ 12,328.05	\$ 12,697.89	\$ 13,078.83	\$ 13,471.19	\$ 13,875.33	\$ 14,291.59	\$ 14,720.33
MAC	7255	Parks Superintendent	ANNUAL	\$ 135,382.92	\$ 139,444.41	\$ 143,627.74	\$ 147,936.57	\$ 152,374.67	\$ 156,945.90	\$ 161,654.29	\$ 166,503.92	\$ 171,499.03	\$ 176,644.00
MAC	7421	Permit Technician Supervisor	HOURLY	\$ 45.61	\$ 46.98	\$ 48.39	\$ 49.84	\$ 51.33	\$ 52.87	\$ 54.46	\$ 56.09	\$ 57.78	\$ 59.51
MAC	7421	Permit Technician Supervisor	MONTHLY	\$ 7,905.82	\$ 8,142.99	\$ 8,387.28	\$ 8,638.90	\$ 8,898.07	\$ 9,165.01	\$ 9,439.96	\$ 9,723.16	\$ 10,014.85	\$ 10,315.30
MAC	7421	Permit Technician Supervisor	ANNUAL	\$ 94,869.78	\$ 97,715.88	\$ 100,647.37	\$ 103,666.80	\$ 106,776.80	\$ 109,980.09	\$ 113,279.50	\$ 116,677.88	\$ 120,178.23	\$ 123,783.57
MAC	7405	Plan Review Supervisor	HOURLY	\$ 53.39	\$ 54.99	\$ 56.64	\$ 58.34	\$ 60.09	\$ 61.89	\$ 63.75	\$ 65.66	\$ 67.63	\$ 69.66
MAC	7405	Plan Review Supervisor	MONTHLY	\$ 9,254.69	\$ 9,532.33	\$ 9,818.30	\$ 10,112.85	\$ 10,416.24	\$ 10,728.73	\$ 11,050.59	\$ 11,382.10	\$ 11,723.57	\$ 12,075.27
MAC	7405	Plan Review Supervisor	ANNUAL	\$ 111,056.29	\$ 114,387.99	\$ 117,819.63	\$ 121,354.22	\$ 124,994.86	\$ 128,744.70	\$ 132,607.03	\$ 136,585.23	\$ 140,682.80	\$ 144,903.28
MAC	7058	Planning & Building Director	HOURLY	\$ 85.60	\$ 88.16	\$ 90.81	\$ 93.53	\$ 96.34	\$ 99.23	\$ 102.21	\$ 105.27	\$ 108.43	\$ 111.68
MAC	7058	Planning & Building Director	MONTHLY	\$ 14,837.37	\$ 15,282.49	\$ 15,740.96	\$ 16,213.19	\$ 16,699.59	\$ 17,200.58	\$ 17,716.59	\$ 18,248.09	\$ 18,795.53	\$ 19,359.40
MAC	7058	Planning & Building Director	ANNUAL	\$ 178,048.41	\$ 183,389.88	\$ 188,891.57	\$ 194,558.30	\$ 200,395.05	\$ 206,406.92	\$ 212,599.12	\$ 218,977.08	\$ 225,546.39	\$ 232,312.79
MAC	7221	Planning Manager - Development Services	HOURLY	\$ 61.56	\$ 63.41	\$ 65.31	\$ 67.27	\$ 69.28	\$ 71.36	\$ 73.50	\$ 75.71	\$ 77.98	\$ 80.32
MAC	7221	Planning Manager - Development Services	MONTHLY	\$ 10,670.56	\$ 10,990.67	\$ 11,320.39	\$ 11,660.01	\$ 12,009.81	\$ 12,370.10	\$ 12,741.20	\$ 13,123.44	\$ 13,517.14	\$ 13,922.66
MAC	7221	Planning Manager - Development Services	ANNUAL	\$ 128,046.69	\$ 131,888.09	\$ 135,844.73	\$ 139,920.08	\$ 144,117.68	\$ 148,441.21	\$ 152,894.45	\$ 157,481.28	\$ 162,205.73	\$ 167,071.89
MAC	7404	Planning Supervisor	HOURLY	\$ 56.48	\$ 58.17	\$ 59.92	\$ 61.72	\$ 63.57	\$ 65.48	\$ 67.44	\$ 69.46	\$ 71.55	\$ 73.69
MAC	7404	Planning Supervisor	MONTHLY	\$ 9,790.22	\$ 10,083.92	\$ 10,386.44	\$ 10,698.03	\$ 11,018.98	\$ 11,349.55	\$ 11,690.03	\$ 12,040.73	\$ 12,401.95	\$ 12,774.01
MAC	7404	Planning Supervisor	ANNUAL	\$ 117,482.61	\$ 121,007.08	\$ 124,637.28	\$ 128,376.41	\$ 132,227.71	\$ 136,194.55	\$ 140,280.36	\$ 144,488.78	\$ 148,823.44	\$ 153,288.16
MAC	7419	Police Support Supervisor	HOURLY	\$ 44.63	\$ 45.97	\$ 47.35	\$ 48.77	\$ 50.23	\$ 51.74	\$ 53.29	\$ 54.89	\$ 56.53	\$ 58.23
MAC	7419	Police Support Supervisor	MONTHLY	\$ 7,735.79	\$ 7,967.87	\$ 8,206.90	\$ 8,453.11	\$ 8,706.71	\$ 8,967.91	\$ 9,236.94	\$ 9,514.05	\$ 9,799.47	\$ 10,093.46
MAC	7419	Police Support Supervisor	ANNUAL	\$ 92,829.53	\$ 95,614.43	\$ 98,482.85	\$ 101,437.33	\$ 104,480.47	\$ 107,614.87	\$ 110,843.32	\$ 114,168.62	\$ 117,593.69	\$ 121,121.49
MAC	7417	Probation Supervisor	HOURLY	\$ 44.38	\$ 45.71	\$ 47.08	\$ 48.49	\$ 49.95	\$ 51.45	\$ 52.99	\$ 54.58	\$ 56.22	\$ 57.90
MAC	7417	Probation Supervisor	MONTHLY	\$ 7,692.61	\$ 7,923.39	\$ 8,161.09	\$ 8,405.92	\$ 8,658.10	\$ 8,917.84	\$ 9,185.38	\$ 9,460.94	\$ 9,744.77	\$ 10,037.11
MAC	7417	Probation Supervisor	ANNUAL	\$ 92,311.31	\$ 95,080.65	\$ 97,933.05	\$ 100,871.05	\$ 103,897.17	\$ 107,014.10	\$ 110,224.52	\$ 113,531.26	\$ 116,937.20	\$ 120,445.31
MAC	7055	Public Works Director	HOURLY	\$ 95.26	\$ 98.12	\$ 101.06	\$ 104.09	\$ 107.22	\$ 110.43	\$ 113.75	\$ 117.16	\$ 120.67	\$ 124.29
MAC	7055	Public Works Director	MONTHLY	\$ 16,512.55	\$ 17,007.93	\$ 17,518.17	\$ 18,043.71	\$ 18,585.03	\$ 19,142.58	\$ 19,716.85	\$ 20,308.36	\$ 20,917.61	\$ 21,545.14
MAC	7055	Public Works Director	ANNUAL	\$ 198,150.65	\$ 204,095.18	\$ 210,218.04	\$ 216,524.57	\$ 223,020.31	\$ 229,710.93	\$ 236,602.24	\$ 243,700.31	\$ 251,011.32	\$ 258,541.66
MAC	7231	Recreation Manager	HOURLY	\$ 56.86	\$ 58.56	\$ 60.32	\$ 62.13	\$ 63.99	\$ 65.91	\$ 67.89	\$ 69.93	\$ 72.03	\$ 74.19
MAC	7231	Recreation Manager	MONTHLY	\$ 9,855.81	\$ 10,151.48	\$ 10,456.03	\$ 10,769.71	\$ 11,092.80	\$ 11,425.58	\$ 11,768.35	\$ 12,121.40	\$ 12,485.04	\$ 12,859.59
MAC	7231	Recreation Manager	ANNUAL	\$ 118,269.70	\$ 121,817.79	\$ 125,472.32	\$ 129,236.49	\$ 133,113.58	\$ 137,107.00	\$ 141,220.20	\$ 145,456.79	\$ 149,820.51	\$ 154,315.13
MAC	7415	Recreation Supervisor	HOURLY	\$ 45.61	\$ 46.98	\$ 48.39	\$ 49.84	\$ 51.33	\$ 52.87	\$ 54.46	\$ 56.09	\$ 57.78	\$ 59.51
MAC	7415	Recreation Supervisor	MONTHLY	\$ 7,905.82	\$ 8,142.99	\$ 8,387.28	\$ 8,638.90	\$ 8,898.07	\$ 9,165.01	\$ 9,439.96	\$ 9,723.16	\$ 10,014.85	\$ 10,315.30
MAC	7415	Recreation Supervisor	ANNUAL	\$ 94,869.78	\$ 97,715.88	\$ 100,647.37	\$ 103,666.80	\$ 106,776.80	\$ 109,980.09	\$ 113,279.50	\$ 116,677.88	\$ 120,178.23	\$ 123,783.57
MAC	7251	Regional Projects Manager	HOURLY	\$ 66.73	\$ 68.73	\$ 70.79	\$ 72.92	\$ 75.10	\$ 77.36	\$ 79.68	\$ 82.07	\$ 84.53	\$ 87.07
MAC	7251	Regional Projects Manager	MONTHLY	\$ 11,566.77	\$ 11,913.77	\$ 12,271.18	\$ 12,639.32	\$ 13,018.50	\$ 13,409.05	\$ 13,811.32	\$ 14,225.66	\$ 14,652.43	\$ 15,092.01
MAC	7251	Regional Projects Manager	ANNUAL	\$ 138,801.19	\$ 142,965.22	\$ 147,254.19	\$ 151,671.80	\$ 156,221.95	\$ 160,908.61	\$ 165,735.86	\$ 170,707.94	\$ 175,829.18	\$ 181,104.07
MAC	7717	Safety & Training Coordinator	HOURLY	\$ 42.47	\$ 43.74	\$ 45.06	\$ 46.41	\$ 47.80	\$ 49.23	\$ 50.71	\$ 52.23	\$ 53.80	\$ 55.41
MAC	7717	Safety & Training Coordinator	MONTHLY	\$ 7,361.77	\$ 7,582.62	\$ 7,810.10	\$ 8,044.40	\$ 8,285.74	\$ 8,534.31	\$ 8,790.34	\$ 9,054.05	\$ 9,325.67	\$ 9,605.44
MAC	7717	Safety & Training Coordinator	ANNUAL	\$ 88,341.24	\$ 90,991.47	\$ 93,721.21	\$ 96,532.85	\$ 99,428.83	\$ 102,411.70	\$ 105,484.04	\$ 108,648.58	\$ 111,908.01	\$ 115,265.27
MAC	7208	Senior Assistant City Attorney	HOURLY	\$ 69.44	\$ 71.53	\$ 73.67	\$ 75.88	\$ 78.16	\$ 80.50	\$ 82.92	\$ 85.41	\$ 87.97	\$ 90.61
MAC	7208	Senior Assistant City Attorney	MONTHLY	\$ 12,037.20	\$ 12,398.32	\$ 12,770.27	\$ 13,153.38	\$ 13,547.98	\$ 13,954.42	\$ 14,373.05	\$ 14,804.24	\$ 15,248.37	\$ 15,705.82
MAC	7208	Senior Assistant City Attorney	ANNUAL	\$ 144,446.45	\$ 148,779.86	\$ 153,243.25	\$ 157,840.54	\$ 162,575.75	\$ 167,453.03	\$ 172,476.63	\$ 177,650.92	\$ 182,980.45	\$ 188,469.86
MAC	7700	Senior Financial Analyst	HOURLY	\$ 49.18	\$ 50.65	\$ 52.17	\$ 53.74	\$ 55.35	\$ 57.01	\$ 58.72	\$ 60.48	\$ 62.30	\$ 64.17
MAC	7700	Senior Financial Analyst	MONTHLY	\$ 8,524.56	\$ 8,780.30	\$ 9,043.71	\$ 9,315.02	\$ 9,594.47	\$ 9,882.31	\$ 10,178.78	\$ 10,484.14	\$ 10,798.66	\$ 11,122.62

City of Kirkland
2026 Management Confidential Salary Table

GROUP /BU	JOB CLASS	Job Title	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAC	7700	Senior Financial Analyst	ANNUAL	\$ 102,294.76	\$ 105,363.61	\$ 108,524.52	\$ 111,780.25	\$ 115,133.66	\$ 118,587.67	\$ 122,145.30	\$ 125,809.66	\$ 129,583.94	\$ 133,471.47
MAC	7701	Senior Human Resources Analyst	HOURLY	\$ 47.75	\$ 49.18	\$ 50.66	\$ 52.18	\$ 53.74	\$ 55.36	\$ 57.02	\$ 58.73	\$ 60.49	\$ 62.30
MAC	7701	Senior Human Resources Analyst	MONTHLY	\$ 8,277.08	\$ 8,525.39	\$ 8,781.15	\$ 9,044.59	\$ 9,315.93	\$ 9,595.40	\$ 9,883.26	\$ 10,179.76	\$ 10,485.16	\$ 10,799.71
MAC	7701	Senior Human Resources Analyst	ANNUAL	\$ 99,324.94	\$ 102,304.69	\$ 105,373.83	\$ 108,535.03	\$ 111,791.11	\$ 115,144.84	\$ 118,599.17	\$ 122,157.15	\$ 125,821.86	\$ 129,596.52
MAC	7407	Stormwater Supervisor	HOURLY	\$ 56.30	\$ 57.99	\$ 59.73	\$ 61.52	\$ 63.36	\$ 65.26	\$ 67.22	\$ 69.24	\$ 71.32	\$ 73.45
MAC	7407	Stormwater Supervisor	MONTHLY	\$ 9,758.47	\$ 10,051.23	\$ 10,352.76	\$ 10,663.34	\$ 10,983.25	\$ 11,312.74	\$ 11,652.12	\$ 12,001.69	\$ 12,361.74	\$ 12,732.59
MAC	7407	Stormwater Supervisor	ANNUAL	\$ 117,101.63	\$ 120,614.70	\$ 124,233.14	\$ 127,960.12	\$ 131,798.94	\$ 135,752.90	\$ 139,825.47	\$ 144,020.24	\$ 148,340.86	\$ 152,791.08
MAC	7227	Streets and Grounds Manager	HOURLY	\$ 59.86	\$ 61.66	\$ 63.51	\$ 65.41	\$ 67.37	\$ 69.40	\$ 71.48	\$ 73.62	\$ 75.83	\$ 78.11
MAC	7227	Streets and Grounds Manager	MONTHLY	\$ 10,376.30	\$ 10,687.59	\$ 11,008.22	\$ 11,338.46	\$ 11,678.62	\$ 12,028.98	\$ 12,389.85	\$ 12,761.54	\$ 13,144.39	\$ 13,538.72
MAC	7227	Streets and Grounds Manager	ANNUAL	\$ 124,515.60	\$ 128,251.07	\$ 132,098.60	\$ 136,061.56	\$ 140,143.41	\$ 144,347.71	\$ 148,678.14	\$ 153,138.49	\$ 157,732.65	\$ 162,464.62
MAC	7416	Streets and Grounds Supervisor	HOURLY	\$ 51.75	\$ 53.30	\$ 54.90	\$ 56.55	\$ 58.25	\$ 59.99	\$ 61.79	\$ 63.65	\$ 65.56	\$ 67.52
MAC	7416	Streets and Grounds Supervisor	MONTHLY	\$ 8,970.42	\$ 9,239.53	\$ 9,516.71	\$ 9,802.22	\$ 10,096.28	\$ 10,399.17	\$ 10,711.15	\$ 11,032.48	\$ 11,363.46	\$ 11,704.36
MAC	7416	Streets and Grounds Supervisor	ANNUAL	\$ 107,644.99	\$ 110,874.37	\$ 114,200.57	\$ 117,626.60	\$ 121,155.41	\$ 124,790.06	\$ 128,533.75	\$ 132,389.77	\$ 136,361.47	\$ 140,452.30
MAC	7400	Surface Water Engineering Supervisor	HOURLY	\$ 63.53	\$ 65.44	\$ 67.40	\$ 69.42	\$ 71.51	\$ 73.65	\$ 75.86	\$ 78.14	\$ 80.48	\$ 82.90
MAC	7400	Surface Water Engineering Supervisor	MONTHLY	\$ 11,012.75	\$ 11,343.13	\$ 11,683.43	\$ 12,033.93	\$ 12,394.95	\$ 12,766.80	\$ 13,149.80	\$ 13,544.29	\$ 13,950.62	\$ 14,369.14
MAC	7400	Surface Water Engineering Supervisor	ANNUAL	\$ 132,152.99	\$ 136,117.58	\$ 140,201.11	\$ 144,407.14	\$ 148,739.36	\$ 153,201.54	\$ 157,797.59	\$ 162,531.51	\$ 167,407.46	\$ 172,429.69
MAC	7250	Surface Water Manager	HOURLY	\$ 67.88	\$ 69.92	\$ 72.02	\$ 74.18	\$ 76.40	\$ 78.69	\$ 81.06	\$ 83.49	\$ 85.99	\$ 88.57
MAC	7250	Surface Water Manager	MONTHLY	\$ 11,766.80	\$ 12,119.81	\$ 12,483.40	\$ 12,857.90	\$ 13,243.64	\$ 13,640.95	\$ 14,050.18	\$ 14,471.68	\$ 14,905.83	\$ 15,353.01
MAC	7250	Surface Water Manager	ANNUAL	\$ 141,201.61	\$ 145,437.66	\$ 149,800.79	\$ 154,294.82	\$ 158,923.66	\$ 163,691.37	\$ 168,602.11	\$ 173,660.19	\$ 178,869.98	\$ 184,236.09
MAC	7432	Surface Water Planning Supervisor	HOURLY	\$ 56.48	\$ 58.17	\$ 59.92	\$ 61.72	\$ 63.57	\$ 65.48	\$ 67.44	\$ 69.46	\$ 71.55	\$ 73.69
MAC	7432	Surface Water Planning Supervisor	MONTHLY	\$ 9,790.22	\$ 10,083.92	\$ 10,386.44	\$ 10,698.03	\$ 11,018.98	\$ 11,349.55	\$ 11,690.03	\$ 12,040.73	\$ 12,401.95	\$ 12,774.01
MAC	7432	Surface Water Planning Supervisor	ANNUAL	\$ 117,482.61	\$ 121,007.08	\$ 124,637.28	\$ 128,376.41	\$ 132,227.71	\$ 136,194.55	\$ 140,280.36	\$ 144,488.78	\$ 148,823.44	\$ 153,288.16
MAC	7430	Transportation Engineering Supervisor	HOURLY	\$ 64.03	\$ 65.95	\$ 67.93	\$ 69.96	\$ 72.06	\$ 74.23	\$ 76.45	\$ 78.75	\$ 81.11	\$ 83.54
MAC	7430	Transportation Engineering Supervisor	MONTHLY	\$ 11,098.48	\$ 11,431.44	\$ 11,774.38	\$ 12,127.61	\$ 12,491.44	\$ 12,866.18	\$ 13,252.17	\$ 13,649.73	\$ 14,059.22	\$ 14,481.00
MAC	7430	Transportation Engineering Supervisor	ANNUAL	\$ 133,181.76	\$ 137,177.22	\$ 141,292.53	\$ 145,531.31	\$ 149,897.25	\$ 154,394.17	\$ 159,025.99	\$ 163,796.77	\$ 168,710.67	\$ 173,771.99
MAC	7219	Transportation Manager	HOURLY	\$ 67.88	\$ 69.92	\$ 72.02	\$ 74.18	\$ 76.40	\$ 78.69	\$ 81.06	\$ 83.49	\$ 85.99	\$ 88.57
MAC	7219	Transportation Manager	MONTHLY	\$ 11,766.80	\$ 12,119.81	\$ 12,483.40	\$ 12,857.90	\$ 13,243.64	\$ 13,640.95	\$ 14,050.18	\$ 14,471.68	\$ 14,905.83	\$ 15,353.01
MAC	7219	Transportation Manager	ANNUAL	\$ 141,201.61	\$ 145,437.66	\$ 149,800.79	\$ 154,294.82	\$ 158,923.66	\$ 163,691.37	\$ 168,602.11	\$ 173,660.19	\$ 178,869.98	\$ 184,236.09
MAC	7406	Transportation Operations & Maintenance Supervisor	HOURLY	\$ 51.75	\$ 53.30	\$ 54.90	\$ 56.55	\$ 58.25	\$ 59.99	\$ 61.79	\$ 63.65	\$ 65.56	\$ 67.52
MAC	7406	Transportation Operations & Maintenance Supervisor	MONTHLY	\$ 8,970.42	\$ 9,239.53	\$ 9,516.71	\$ 9,802.22	\$ 10,096.28	\$ 10,399.17	\$ 10,711.15	\$ 11,032.48	\$ 11,363.46	\$ 11,704.36
MAC	7406	Transportation Operations & Maintenance Supervisor	ANNUAL	\$ 107,644.99	\$ 110,874.37	\$ 114,200.57	\$ 117,626.60	\$ 121,155.41	\$ 124,790.06	\$ 128,533.75	\$ 132,389.77	\$ 136,361.47	\$ 140,452.30
MAC	7225	Utility Operations Manager	HOURLY	\$ 61.31	\$ 63.15	\$ 65.05	\$ 67.00	\$ 69.01	\$ 71.08	\$ 73.21	\$ 75.41	\$ 77.67	\$ 80.00
MAC	7225	Utility Operations Manager	MONTHLY	\$ 10,627.86	\$ 10,946.70	\$ 11,275.10	\$ 11,613.35	\$ 11,961.75	\$ 12,320.61	\$ 12,690.23	\$ 13,070.93	\$ 13,463.06	\$ 13,866.95
MAC	7225	Utility Operations Manager	ANNUAL	\$ 127,534.37	\$ 131,360.40	\$ 135,301.20	\$ 139,360.24	\$ 143,541.05	\$ 147,847.28	\$ 152,282.71	\$ 156,851.17	\$ 161,556.72	\$ 166,403.42
MAC	7248	Utility Policy & Community Relations Supervisor	HOURLY	\$ 56.86	\$ 58.56	\$ 60.32	\$ 62.13	\$ 63.99	\$ 65.91	\$ 67.89	\$ 69.93	\$ 72.03	\$ 74.19
MAC	7248	Utility Policy & Community Relations Supervisor	MONTHLY	\$ 9,855.81	\$ 10,151.48	\$ 10,456.03	\$ 10,769.71	\$ 11,092.80	\$ 11,425.58	\$ 11,768.35	\$ 12,121.40	\$ 12,485.04	\$ 12,859.59
MAC	7248	Utility Policy & Community Relations Supervisor	ANNUAL	\$ 118,269.70	\$ 121,817.79	\$ 125,472.32	\$ 129,236.49	\$ 133,113.58	\$ 137,107.00	\$ 141,220.20	\$ 145,456.79	\$ 149,820.51	\$ 154,315.13
MAC	7403	Water and Wastewater Supervisor	HOURLY	\$ 56.30	\$ 57.99	\$ 59.73	\$ 61.52	\$ 63.36	\$ 65.26	\$ 67.22	\$ 69.24	\$ 71.32	\$ 73.45
MAC	7403	Water and Wastewater Supervisor	MONTHLY	\$ 9,758.47	\$ 10,051.23	\$ 10,352.76	\$ 10,663.34	\$ 10,983.25	\$ 11,312.74	\$ 11,652.12	\$ 12,001.69	\$ 12,361.74	\$ 12,732.59
MAC	7403	Water and Wastewater Supervisor	ANNUAL	\$ 117,101.63	\$ 120,614.70	\$ 124,233.14	\$ 127,960.12	\$ 131,798.94	\$ 135,752.90	\$ 139,825.47	\$ 144,020.24	\$ 148,340.86	\$ 152,791.08