

Effective 1/1/2024
3.5% COLA

City of Kirkland
2024 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
					0 - 6 mo	7 - 12 mo	13 - 24 mo	25 -36 mo	37 + mo
AFSC	1032	Accountant	E	HOURLY	\$ 42.44	\$ 43.69	\$ 44.94	\$ 47.43	\$ 49.93
AFSC	1032	Accountant	E	MONTHLY	\$ 7,356.60	\$ 7,574.01	\$ 7,789.94	\$ 8,221.83	\$ 8,655.17
AFSC	1032	Accountant	E	ANNUAL	\$ 88,279.23	\$ 90,888.14	\$ 93,479.33	\$ 98,661.92	\$ 103,862.03
AFSC	1549	Accounting Support Associate IV	N	HOURLY	\$ 33.23	\$ 34.21	\$ 35.19	\$ 37.14	\$ 39.10
AFSC	1549	Accounting Support Associate IV	N	MONTHLY	\$ 5,760.56	\$ 5,930.00	\$ 6,099.40	\$ 6,438.26	\$ 6,777.12
AFSC	1549	Accounting Support Associate IV	N	ANNUAL	\$ 69,126.72	\$ 71,160.00	\$ 73,192.80	\$ 77,259.12	\$ 81,325.44
AFSC	1544	Administrative Assistant	N	HOURLY	\$ 36.50	\$ 37.57	\$ 38.65	\$ 40.79	\$ 42.94
AFSC	1544	Administrative Assistant	N	MONTHLY	\$ 6,327.18	\$ 6,513.12	\$ 6,699.08	\$ 7,071.02	\$ 7,442.96
AFSC	1544	Administrative Assistant	N	ANNUAL	\$ 75,926.16	\$ 78,157.44	\$ 80,388.96	\$ 84,852.24	\$ 89,315.52
AFSC	1564	Administrative Clerk/Receptionist	N	HOURLY	\$ 25.58	\$ 26.32	\$ 27.08	\$ 28.58	\$ 30.07
AFSC	1564	Administrative Clerk/Receptionist	N	MONTHLY	\$ 4,433.18	\$ 4,561.90	\$ 4,693.50	\$ 4,953.84	\$ 5,212.74
AFSC	1564	Administrative Clerk/Receptionist	N	ANNUAL	\$ 53,198.16	\$ 54,742.80	\$ 56,322.00	\$ 59,446.08	\$ 62,552.88
AFSC	1513	Applications Analyst	N	HOURLY	\$ 47.91	\$ 49.32	\$ 50.73	\$ 53.55	\$ 56.37
AFSC	1513	Applications Analyst	N	MONTHLY	\$ 8,304.76	\$ 8,549.58	\$ 8,792.94	\$ 9,282.62	\$ 9,770.74
AFSC	1513	Applications Analyst	N	ANNUAL	\$ 99,657.12	\$ 102,594.96	\$ 105,515.28	\$ 111,391.44	\$ 117,248.88
AFSC	1534	Assistant Planner	N	HOURLY	\$ 38.00	\$ 39.12	\$ 40.24	\$ 42.48	\$ 44.71
AFSC	1534	Assistant Planner	N	MONTHLY	\$ 6,587.48	\$ 6,780.62	\$ 6,975.16	\$ 7,362.86	\$ 7,750.52
AFSC	1534	Assistant Planner	N	ANNUAL	\$ 79,049.76	\$ 81,367.44	\$ 83,701.92	\$ 88,354.32	\$ 93,006.24
AFSC	1506	Associate Development Engineer	N	HOURLY	\$ 46.61	\$ 47.99	\$ 49.36	\$ 52.10	\$ 54.84
AFSC	1506	Associate Development Engineer	N	MONTHLY	\$ 8,079.34	\$ 8,317.98	\$ 8,555.36	\$ 9,031.36	\$ 9,506.08
AFSC	1506	Associate Development Engineer	N	ANNUAL	\$ 96,952.08	\$ 99,815.76	\$ 102,664.32	\$ 108,376.32	\$ 114,072.96
AFSC	1022	Associate Planner	E	HOURLY	\$ 45.69	\$ 47.03	\$ 48.38	\$ 51.06	\$ 53.75
AFSC	1022	Associate Planner	E	MONTHLY	\$ 7,919.65	\$ 8,152.58	\$ 8,385.51	\$ 8,851.37	\$ 9,317.23
AFSC	1022	Associate Planner	E	ANNUAL	\$ 95,035.75	\$ 97,830.90	\$ 100,626.09	\$ 106,216.43	\$ 111,806.77
AFSC	1524	Associate Plans Examiner	N	HOURLY	\$ 42.17	\$ 43.42	\$ 44.66	\$ 47.14	\$ 49.62
AFSC	1524	Associate Plans Examiner	N	MONTHLY	\$ 7,310.56	\$ 7,525.58	\$ 7,740.58	\$ 8,170.64	\$ 8,600.68
AFSC	1524	Associate Plans Examiner	N	ANNUAL	\$ 87,726.72	\$ 90,306.96	\$ 92,886.96	\$ 98,047.68	\$ 103,208.16
AFSC	1566	Associate Project Engineer	N	HOURLY	\$ 46.63	\$ 47.99	\$ 49.37	\$ 52.11	\$ 54.85
AFSC	1566	Associate Project Engineer	N	MONTHLY	\$ 8,082.42	\$ 8,318.96	\$ 8,557.44	\$ 9,033.00	\$ 9,507.20
AFSC	1566	Associate Project Engineer	N	ANNUAL	\$ 96,989.04	\$ 99,827.52	\$ 102,689.28	\$ 108,396.00	\$ 114,086.40
AFSC	1588	Associate Surface Water Engineer	N	HOURLY	\$ 46.61	\$ 47.99	\$ 49.36	\$ 52.10	\$ 54.84
AFSC	1588	Associate Surface Water Engineer	N	MONTHLY	\$ 8,079.34	\$ 8,317.98	\$ 8,555.36	\$ 9,031.36	\$ 9,506.08
AFSC	1588	Associate Surface Water Engineer	N	ANNUAL	\$ 96,952.08	\$ 99,815.76	\$ 102,664.32	\$ 108,376.32	\$ 114,072.96
AFSC	1030	Budget Analyst	E	HOURLY	\$ 42.48	\$ 43.72	\$ 44.98	\$ 47.47	\$ 49.97
AFSC	1030	Budget Analyst	E	MONTHLY	\$ 7,362.62	\$ 7,578.55	\$ 7,795.98	\$ 8,228.01	\$ 8,661.41
AFSC	1030	Budget Analyst	E	ANNUAL	\$ 88,351.39	\$ 90,942.61	\$ 93,551.77	\$ 98,736.07	\$ 103,936.86
AFSC	1528	Building Inspector	N	HOURLY	\$ 44.10	\$ 45.39	\$ 46.70	\$ 49.29	\$ 51.88
AFSC	1528	Building Inspector	N	MONTHLY	\$ 7,643.46	\$ 7,867.68	\$ 8,094.42	\$ 8,544.10	\$ 8,992.54
AFSC	1528	Building Inspector	N	ANNUAL	\$ 91,721.52	\$ 94,412.16	\$ 97,133.04	\$ 102,529.20	\$ 107,910.48
AFSC	1033	Business Analyst	E	HOURLY	\$ 41.64	\$ 43.72	\$ 44.98	\$ 47.47	\$ 49.97

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2024 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1033	Business Analyst	E	MONTHLY	\$ 7,218.70	\$ 7,578.48	\$ 7,795.97	\$ 8,228.01	\$ 8,661.36
AFSC	1033	Business Analyst	E	ANNUAL	\$ 86,624.44	\$ 90,941.81	\$ 93,551.58	\$ 98,736.07	\$ 103,936.26
AFSC	1542	Buyer	N	HOURLY	\$ 37.61	\$ 38.71	\$ 39.82	\$ 42.03	\$ 44.24
AFSC	1542	Buyer	N	MONTHLY	\$ 6,518.50	\$ 6,710.22	\$ 6,901.94	\$ 7,285.38	\$ 7,668.82
AFSC	1542	Buyer	N	ANNUAL	\$ 78,222.00	\$ 80,522.64	\$ 82,823.28	\$ 87,424.56	\$ 92,025.84
AFSC	1013	Capital Projects Coordinator	E	HOURLY	\$ 48.87	\$ 50.30	\$ 51.75	\$ 54.61	\$ 57.49
AFSC	1013	Capital Projects Coordinator	E	MONTHLY	\$ 8,470.88	\$ 8,719.61	\$ 8,969.54	\$ 9,466.83	\$ 9,965.44
AFSC	1013	Capital Projects Coordinator	E	ANNUAL	\$ 101,650.60	\$ 104,635.26	\$ 107,634.49	\$ 113,601.97	\$ 119,585.25
AFSC	1574	Case Worker	E	HOURLY	\$ 45.74	\$ 47.08	\$ 48.43	\$ 51.13	\$ 53.81
AFSC	1574	Case Worker	E	MONTHLY	\$ 7,928.54	\$ 8,161.14	\$ 8,395.28	\$ 8,862.02	\$ 9,327.24
AFSC	1574	Case Worker	E	ANNUAL	\$ 95,142.43	\$ 97,933.71	\$ 100,743.36	\$ 106,344.29	\$ 111,926.87
AFSC	1505	Code Enforcement Officer	N	HOURLY	\$ 46.90	\$ 48.29	\$ 49.66	\$ 52.42	\$ 55.19
AFSC	1505	Code Enforcement Officer	N	MONTHLY	\$ 8,129.58	\$ 8,369.92	\$ 8,608.80	\$ 9,086.58	\$ 9,565.82
AFSC	1505	Code Enforcement Officer	N	ANNUAL	\$ 97,554.96	\$ 100,439.04	\$ 103,305.60	\$ 109,038.96	\$ 114,789.84
AFSC	1042	Communications Program Coordinator	E	HOURLY	\$ 48.83	\$ 50.26	\$ 51.70	\$ 54.56	\$ 57.44
AFSC	1042	Communications Program Coordinator	E	MONTHLY	\$ 8,464.03	\$ 8,712.90	\$ 8,961.80	\$ 9,458.22	\$ 9,957.40
AFSC	1042	Communications Program Coordinator	E	ANNUAL	\$ 101,568.36	\$ 104,554.83	\$ 107,541.61	\$ 113,498.59	\$ 119,488.77
AFSC	1547	Communications Program Specialist	N	HOURLY	\$ 39.36	\$ 40.52	\$ 41.68	\$ 43.99	\$ 46.31
AFSC	1547	Communications Program Specialist	N	MONTHLY	\$ 6,822.76	\$ 7,023.46	\$ 7,224.10	\$ 7,625.44	\$ 8,026.80
AFSC	1547	Communications Program Specialist	N	ANNUAL	\$ 81,873.12	\$ 84,281.52	\$ 86,689.20	\$ 91,505.28	\$ 96,321.60
AFSC	1591	Community Court Coordinator	N	HOURLY	\$ 42.99	\$ 44.26	\$ 45.52	\$ 48.05	\$ 50.57
AFSC	1591	Community Court Coordinator	N	MONTHLY	\$ 7,451.56	\$ 7,671.32	\$ 7,891.10	\$ 8,328.58	\$ 8,766.04
AFSC	1591	Community Court Coordinator	N	ANNUAL	\$ 89,418.72	\$ 92,055.84	\$ 94,693.20	\$ 99,942.96	\$ 105,192.48
AFSC	1518	Community Education Specialist	N	HOURLY	\$ 42.93	\$ 44.20	\$ 45.46	\$ 47.99	\$ 50.51
AFSC	1518	Community Education Specialist	N	MONTHLY	\$ 7,441.50	\$ 7,661.82	\$ 7,880.70	\$ 8,318.42	\$ 8,756.16
AFSC	1518	Community Education Specialist	N	ANNUAL	\$ 89,298.00	\$ 91,941.84	\$ 94,568.40	\$ 99,821.04	\$ 105,073.92
AFSC	1016	Community Engagement Coordinator	E	HOURLY	\$ 48.83	\$ 50.26	\$ 51.70	\$ 54.56	\$ 57.44
AFSC	1016	Community Engagement Coordinator	E	MONTHLY	\$ 8,464.03	\$ 8,712.90	\$ 8,961.80	\$ 9,458.22	\$ 9,957.40
AFSC	1016	Community Engagement Coordinator	E	ANNUAL	\$ 101,568.36	\$ 104,554.83	\$ 107,541.61	\$ 113,498.59	\$ 119,488.77
AFSC	1592	Contract & Purchasing Specialist	N	HOURLY	\$ 42.65	\$ 43.90	\$ 45.16	\$ 47.68	\$ 50.18
AFSC	1592	Contract & Purchasing Specialist	N	MONTHLY	\$ 7,393.58	\$ 7,610.48	\$ 7,828.82	\$ 8,264.08	\$ 8,697.90
AFSC	1592	Contract & Purchasing Specialist	N	ANNUAL	\$ 88,722.96	\$ 91,325.76	\$ 93,945.84	\$ 99,168.96	\$ 104,374.80
AFSC	1527	Construction Inspector	N	HOURLY	\$ 46.20	\$ 47.55	\$ 48.91	\$ 51.63	\$ 54.35
AFSC	1527	Construction Inspector	N	MONTHLY	\$ 8,007.78	\$ 8,242.62	\$ 8,477.38	\$ 8,949.04	\$ 9,420.72
AFSC	1527	Construction Inspector	N	ANNUAL	\$ 96,093.36	\$ 98,911.44	\$ 101,728.56	\$ 107,388.48	\$ 113,048.64
AFSC	1575	Crisis Responder I	E	HOURLY	\$ 47.50	\$ 48.85	\$ 50.22	\$ 52.86	\$ 55.50
AFSC	1575	Crisis Responder I	E	MONTHLY	\$ 8,233.53	\$ 8,468.19	\$ 8,704.45	\$ 9,163.18	\$ 9,620.42
AFSC	1575	Crisis Responder I	E	ANNUAL	\$ 98,802.39	\$ 101,618.28	\$ 104,453.42	\$ 109,958.11	\$ 115,445.02
AFSC	1046	Crisis Responder II	E	HOURLY	\$ 49.87	\$ 51.30	\$ 52.73	\$ 55.51	\$ 58.28
AFSC	1046	Crisis Responder II	E	MONTHLY	\$ 8,645.21	\$ 8,891.60	\$ 9,139.67	\$ 9,621.33	\$ 10,101.44
AFSC	1046	Crisis Responder II	E	ANNUAL	\$ 103,742.51	\$ 106,699.19	\$ 109,676.09	\$ 115,456.01	\$ 121,217.26

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AFSC	1573	Crisis Responder Lead - Neighborhood Resource	E	HOURLY	\$ 50.24	\$ 51.71	\$ 53.19	\$ 56.15	\$ 59.10
AFSC	1573	Crisis Responder Lead - Neighborhood Resource	E	MONTHLY	\$ 8,707.91	\$ 8,963.38	\$ 9,220.53	\$ 9,733.16	\$ 10,244.10
AFSC	1573	Crisis Responder Lead - Neighborhood Resource	E	ANNUAL	\$ 104,494.87	\$ 107,560.54	\$ 110,646.37	\$ 116,797.88	\$ 122,929.21
AFSC	1578	Cross Connection Program Coordinator	E	HOURLY	\$ 42.93	\$ 44.20	\$ 45.46	\$ 47.99	\$ 50.51
AFSC	1578	Cross Connection Program Coordinator	E	MONTHLY	\$ 7,441.44	\$ 7,661.83	\$ 7,880.70	\$ 8,318.41	\$ 8,756.19
AFSC	1578	Cross Connection Program Coordinator	E	ANNUAL	\$ 89,297.33	\$ 91,941.92	\$ 94,568.44	\$ 99,820.94	\$ 105,074.24
AFSC	1538	Cross Connection Specialist	N	HOURLY	\$ 39.14	\$ 40.29	\$ 41.45	\$ 43.75	\$ 46.04
AFSC	1538	Cross Connection Specialist	N	MONTHLY	\$ 6,783.78	\$ 6,984.08	\$ 7,184.38	\$ 7,582.80	\$ 7,981.18
AFSC	1538	Cross Connection Specialist	N	ANNUAL	\$ 81,405.36	\$ 83,808.96	\$ 86,212.56	\$ 90,993.60	\$ 95,774.16
AFSC	1554	Customer Accounts Associate - Business Licensing	N	HOURLY	\$ 32.50	\$ 33.45	\$ 34.41	\$ 36.31	\$ 38.23
AFSC	1554	Customer Accounts Associate - Business Licensing	N	MONTHLY	\$ 5,632.96	\$ 5,797.92	\$ 5,964.46	\$ 6,294.48	\$ 6,626.00
AFSC	1554	Customer Accounts Associate - Business Licensing	N	ANNUAL	\$ 67,595.52	\$ 69,575.04	\$ 71,573.52	\$ 75,533.76	\$ 79,512.00
AFSC	1555	Customer Accounts Associate - Cashier	N	HOURLY	\$ 32.09	\$ 33.03	\$ 33.97	\$ 35.86	\$ 37.75
AFSC	1555	Customer Accounts Associate - Cashier	N	MONTHLY	\$ 5,561.74	\$ 5,725.30	\$ 5,888.92	\$ 6,216.04	\$ 6,543.22
AFSC	1555	Customer Accounts Associate - Cashier	N	ANNUAL	\$ 66,740.88	\$ 68,703.60	\$ 70,667.04	\$ 74,592.48	\$ 78,518.64
AFSC	1545	Customer Accounts Lead	N	HOURLY	\$ 37.25	\$ 38.34	\$ 39.43	\$ 41.63	\$ 43.82
AFSC	1545	Customer Accounts Lead	N	MONTHLY	\$ 6,456.32	\$ 6,646.46	\$ 6,835.20	\$ 7,215.50	\$ 7,595.78
AFSC	1545	Customer Accounts Lead	N	ANNUAL	\$ 77,475.84	\$ 79,757.52	\$ 82,022.40	\$ 86,586.00	\$ 91,149.36
AFSC	1031	Customer Service Program Coordinator	E	HOURLY	\$ 41.65	\$ 42.87	\$ 44.09	\$ 46.54	\$ 48.99
AFSC	1031	Customer Service Program Coordinator	E	MONTHLY	\$ 7,218.77	\$ 7,431.05	\$ 7,643.29	\$ 8,067.77	\$ 8,492.20
AFSC	1031	Customer Service Program Coordinator	E	ANNUAL	\$ 86,625.19	\$ 89,172.54	\$ 91,719.43	\$ 96,813.21	\$ 101,906.35
AFSC	1029	Deputy City Clerk	E	HOURLY	\$ 42.48	\$ 43.72	\$ 44.98	\$ 47.47	\$ 49.97
AFSC	1029	Deputy City Clerk	E	MONTHLY	\$ 7,362.62	\$ 7,578.55	\$ 7,795.98	\$ 8,228.01	\$ 8,661.41
AFSC	1029	Deputy City Clerk	E	ANNUAL	\$ 88,351.39	\$ 90,942.61	\$ 93,551.77	\$ 98,736.07	\$ 103,936.86
AFSC	1537	Design Specialist	N	HOURLY	\$ 35.39	\$ 36.43	\$ 37.47	\$ 39.56	\$ 41.64
AFSC	1537	Design Specialist	N	MONTHLY	\$ 6,134.72	\$ 6,315.16	\$ 6,495.58	\$ 6,856.46	\$ 7,217.32
AFSC	1537	Design Specialist	N	ANNUAL	\$ 73,616.64	\$ 75,781.92	\$ 77,946.96	\$ 82,277.52	\$ 86,607.84
AFSC	1515	Desktop Systems Analyst	N	HOURLY	\$ 47.86	\$ 49.27	\$ 50.68	\$ 53.50	\$ 56.30
AFSC	1515	Desktop Systems Analyst	N	MONTHLY	\$ 8,296.58	\$ 8,539.96	\$ 8,784.96	\$ 9,273.38	\$ 9,759.82
AFSC	1515	Desktop Systems Analyst	N	ANNUAL	\$ 99,558.96	\$ 102,479.52	\$ 105,419.52	\$ 111,280.56	\$ 117,117.84
AFSC	1009	Development Engineer	E	HOURLY	\$ 52.20	\$ 53.74	\$ 55.28	\$ 58.35	\$ 61.42
AFSC	1009	Development Engineer	E	MONTHLY	\$ 9,049.13	\$ 9,315.27	\$ 9,581.40	\$ 10,113.69	\$ 10,645.99
AFSC	1009	Development Engineer	E	ANNUAL	\$ 108,589.58	\$ 111,783.19	\$ 114,976.77	\$ 121,364.29	\$ 127,751.86
AFSC	1026	Development Engineering Analyst	E	HOURLY	\$ 44.20	\$ 45.50	\$ 46.80	\$ 49.40	\$ 52.00
AFSC	1026	Development Engineering Analyst	E	MONTHLY	\$ 7,661.55	\$ 7,886.89	\$ 8,112.31	\$ 8,562.91	\$ 9,013.59
AFSC	1026	Development Engineering Analyst	E	ANNUAL	\$ 91,938.58	\$ 94,642.65	\$ 97,347.73	\$ 102,754.88	\$ 108,163.04
AFSC	1530	Development Plans Examiner	N	HOURLY	\$ 41.96	\$ 43.19	\$ 44.42	\$ 46.90	\$ 49.36
AFSC	1530	Development Plans Examiner	N	MONTHLY	\$ 7,273.56	\$ 7,486.36	\$ 7,700.58	\$ 8,129.00	\$ 8,556.06
AFSC	1530	Development Plans Examiner	N	ANNUAL	\$ 87,282.72	\$ 89,836.32	\$ 92,406.96	\$ 97,548.00	\$ 102,672.72
AFSC	1523	Development Review Arborist	N	HOURLY	\$ 43.88	\$ 45.17	\$ 46.46	\$ 49.04	\$ 51.62
AFSC	1523	Development Review Arborist	N	MONTHLY	\$ 7,605.80	\$ 7,829.82	\$ 8,053.50	\$ 8,500.94	\$ 8,948.38

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AFSC	1523	Development Review Arborist	N	ANNUAL	\$ 91,269.60	\$ 93,957.84	\$ 96,642.00	\$ 102,011.28	\$ 107,380.56
AFSC	1577	Education & Outreach Coordinator	N	HOURLY	\$ 45.09	\$ 46.41	\$ 47.74	\$ 50.40	\$ 53.04
AFSC	1577	Education & Outreach Coordinator	N	MONTHLY	\$ 7,815.56	\$ 8,044.84	\$ 8,275.66	\$ 8,735.74	\$ 9,194.34
AFSC	1577	Education & Outreach Coordinator	N	ANNUAL	\$ 93,786.72	\$ 96,538.08	\$ 99,307.92	\$ 104,828.88	\$ 110,332.08
AFSC	1516	Electrical Building Inspector I	N	HOURLY	\$ 46.19	\$ 47.55	\$ 48.91	\$ 51.63	\$ 54.34
AFSC	1516	Electrical Building Inspector I	N	MONTHLY	\$ 8,007.20	\$ 8,242.66	\$ 8,478.08	\$ 8,950.20	\$ 9,419.80
AFSC	1516	Electrical Building Inspector I	N	ANNUAL	\$ 96,086.40	\$ 98,911.92	\$ 101,736.96	\$ 107,402.40	\$ 113,037.60
AFSC	1510	Electrical Building Inspector II	N	HOURLY	\$ 48.50	\$ 49.92	\$ 51.36	\$ 54.21	\$ 57.06
AFSC	1510	Electrical Building Inspector II	N	MONTHLY	\$ 8,407.06	\$ 8,653.72	\$ 8,902.84	\$ 9,397.42	\$ 9,890.66
AFSC	1510	Electrical Building Inspector II	N	ANNUAL	\$ 100,884.72	\$ 103,844.64	\$ 106,834.08	\$ 112,769.04	\$ 118,687.92
AFSC	1576	Electrical Inspector	N	HOURLY	\$ 45.21	\$ 46.52	\$ 47.86	\$ 50.52	\$ 53.18
AFSC	1576	Electrical Inspector	N	MONTHLY	\$ 7,836.02	\$ 8,064.48	\$ 8,296.74	\$ 8,757.46	\$ 9,218.16
AFSC	1576	Electrical Inspector	N	ANNUAL	\$ 94,032.24	\$ 96,773.76	\$ 99,560.88	\$ 105,089.52	\$ 110,617.92
AFSC	1027	Emergency Preparedness Coordinator	E	HOURLY	\$ 43.66	\$ 44.94	\$ 46.24	\$ 48.81	\$ 51.37
AFSC	1027	Emergency Preparedness Coordinator	E	MONTHLY	\$ 7,568.73	\$ 7,790.73	\$ 8,015.36	\$ 8,460.53	\$ 8,904.39
AFSC	1027	Emergency Preparedness Coordinator	E	ANNUAL	\$ 90,824.79	\$ 93,488.70	\$ 96,184.35	\$ 101,526.41	\$ 106,852.72
AFSC	1539	Engineering Program Assistant	N	HOURLY	\$ 33.95	\$ 34.95	\$ 35.94	\$ 37.95	\$ 39.94
AFSC	1539	Engineering Program Assistant	N	MONTHLY	\$ 5,884.36	\$ 6,058.26	\$ 6,230.44	\$ 6,577.74	\$ 6,923.54
AFSC	1539	Engineering Program Assistant	N	ANNUAL	\$ 70,612.32	\$ 72,699.12	\$ 74,765.28	\$ 78,932.88	\$ 83,082.48
AFSC	1541	Engineering Technician	N	HOURLY	\$ 38.55	\$ 39.69	\$ 40.82	\$ 43.09	\$ 45.36
AFSC	1541	Engineering Technician	N	MONTHLY	\$ 6,682.56	\$ 6,879.58	\$ 7,075.28	\$ 7,469.30	\$ 7,862.00
AFSC	1541	Engineering Technician	N	ANNUAL	\$ 80,190.72	\$ 82,554.96	\$ 84,903.36	\$ 89,631.60	\$ 94,344.00
AFSC	1040	Environmental Analyst	E	HOURLY	\$ 52.10	\$ 53.64	\$ 55.17	\$ 58.23	\$ 61.30
AFSC	1040	Environmental Analyst	E	MONTHLY	\$ 9,031.42	\$ 9,297.47	\$ 9,562.32	\$ 10,094.43	\$ 10,625.34
AFSC	1040	Environmental Analyst	E	ANNUAL	\$ 108,376.98	\$ 111,569.68	\$ 114,747.84	\$ 121,133.20	\$ 127,504.05
AFSC	1520	Environmental Education Specialist	N	HOURLY	\$ 42.93	\$ 44.20	\$ 45.46	\$ 47.99	\$ 50.51
AFSC	1520	Environmental Education Specialist	N	MONTHLY	\$ 7,441.50	\$ 7,661.82	\$ 7,880.70	\$ 8,318.42	\$ 8,756.16
AFSC	1520	Environmental Education Specialist	N	ANNUAL	\$ 89,298.00	\$ 91,941.84	\$ 94,568.40	\$ 99,821.04	\$ 105,073.92
AFSC	1044	Environmental Program Coordinator	E	HOURLY	\$ 50.45	\$ 51.94	\$ 53.42	\$ 56.39	\$ 59.36
AFSC	1044	Environmental Program Coordinator	E	MONTHLY	\$ 8,745.81	\$ 9,003.01	\$ 9,260.24	\$ 9,774.70	\$ 10,289.24
AFSC	1044	Environmental Program Coordinator	E	ANNUAL	\$ 104,949.70	\$ 108,036.17	\$ 111,122.92	\$ 117,296.42	\$ 123,470.87
AFSC	1043	Environmental Regulations Planner	E	HOURLY	\$ 49.03	\$ 50.47	\$ 51.92	\$ 54.80	\$ 57.68
AFSC	1043	Environmental Regulations Planner	E	MONTHLY	\$ 8,499.20	\$ 8,749.23	\$ 8,999.17	\$ 9,499.11	\$ 9,999.10
AFSC	1043	Environmental Regulations Planner	E	ANNUAL	\$ 101,990.43	\$ 104,990.81	\$ 107,990.00	\$ 113,989.29	\$ 119,989.15
AFSC	2025	Facilities Specialist	N	HOURLY	\$ 37.82	\$ 38.93	\$ 40.05	\$ 42.28	\$ 44.50
AFSC	2025	Facilities Specialist	N	MONTHLY	\$ 6,556.56	\$ 6,748.92	\$ 6,942.54	\$ 7,328.52	\$ 7,713.24
AFSC	2025	Facilities Specialist	N	ANNUAL	\$ 78,678.72	\$ 80,987.04	\$ 83,310.48	\$ 87,942.24	\$ 92,558.88
AFSC	1567	Front End Web Designer	N	HOURLY	\$ 39.36	\$ 40.52	\$ 41.68	\$ 43.99	\$ 46.31
AFSC	1567	Do NOT USE	N	MONTHLY	\$ 6,822.76	\$ 7,023.46	\$ 7,224.10	\$ 7,625.44	\$ 8,026.80
AFSC	1567		N	ANNUAL	\$ 81,873.12	\$ 84,281.52	\$ 86,689.20	\$ 91,505.28	\$ 96,321.60
AFSC	1517	GIS Analyst	N	HOURLY	\$ 44.21	\$ 45.51	\$ 46.81	\$ 49.41	\$ 52.01

City of Kirkland
2024 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1517	GIS Analyst	N	MONTHLY	\$ 7,663.46	\$ 7,888.84	\$ 8,114.28	\$ 8,565.02	\$ 9,015.82
AFSC	1517	GIS Analyst	N	ANNUAL	\$ 91,961.52	\$ 94,666.08	\$ 97,371.36	\$ 102,780.24	\$ 108,189.84
AFSC	1590	GIS Technician	N	HOURLY	\$ 36.86	\$ 37.94	\$ 39.03	\$ 41.20	\$ 43.36
AFSC	1590	GIS Technician	N	MONTHLY	\$ 6,388.94	\$ 6,576.38	\$ 6,765.06	\$ 7,141.18	\$ 7,516.04
AFSC	1590	GIS Technician	N	ANNUAL	\$ 76,667.28	\$ 78,916.56	\$ 81,180.72	\$ 85,694.16	\$ 90,192.48
AFSC	1585	Homeless Outreach Coordinator	N	HOURLY	\$ 45.74	\$ 47.08	\$ 48.43	\$ 51.13	\$ 53.81
AFSC	1585	Homeless Outreach Coordinator	N	MONTHLY	\$ 7,928.54	\$ 8,161.14	\$ 8,395.28	\$ 8,862.02	\$ 9,327.24
AFSC	1585	Homeless Outreach Coordinator	N	ANNUAL	\$ 95,142.48	\$ 97,933.68	\$ 100,743.36	\$ 106,344.24	\$ 111,926.88
AFSC	1572	Human Services Coordinator	N	HOURLY	\$ 42.99	\$ 44.26	\$ 45.52	\$ 48.05	\$ 50.57
AFSC	1572	Human Services Coordinator	N	MONTHLY	\$ 7,451.56	\$ 7,671.32	\$ 7,891.10	\$ 8,328.58	\$ 8,766.04
AFSC	1572	Human Services Coordinator	N	ANNUAL	\$ 89,418.72	\$ 92,055.84	\$ 94,693.20	\$ 99,942.96	\$ 105,192.48
AFSC	1571	IT Security Analyst	N	HOURLY	\$ 53.21	\$ 54.81	\$ 56.45	\$ 59.83	\$ 62.83
AFSC	1571	IT Security Analyst	N	MONTHLY	\$ 9,223.90	\$ 9,500.64	\$ 9,785.52	\$ 10,371.56	\$ 10,890.44
AFSC	1571	IT Security Analyst	N	ANNUAL	\$ 110,686.80	\$ 114,007.68	\$ 117,426.24	\$ 124,458.72	\$ 130,685.28
AFSC	1559	Judicial Specialist	N	HOURLY	\$ 32.68	\$ 33.64	\$ 34.60	\$ 36.52	\$ 38.45
AFSC	1559	Judicial Specialist	N	MONTHLY	\$ 5,664.46	\$ 5,831.08	\$ 5,997.66	\$ 6,330.84	\$ 6,664.06
AFSC	1559	Judicial Specialist	N	ANNUAL	\$ 67,973.52	\$ 69,972.96	\$ 71,971.92	\$ 75,970.08	\$ 79,968.72
AFSC	1546	Judicial Specialist Lead	N	HOURLY	\$ 37.74	\$ 38.85	\$ 39.96	\$ 42.18	\$ 44.40
AFSC	1546	Judicial Specialist Lead	N	MONTHLY	\$ 6,542.44	\$ 6,734.88	\$ 6,927.28	\$ 7,312.14	\$ 7,696.98
AFSC	1546	Judicial Specialist Lead	N	ANNUAL	\$ 78,509.28	\$ 80,818.56	\$ 83,127.36	\$ 87,745.68	\$ 92,363.76
AFSC	1558	Judicial Support Associate I	N	HOURLY	\$ 26.68	\$ 27.46	\$ 28.25	\$ 29.83	\$ 31.40
AFSC	1558	Do NOT USE	N	MONTHLY	\$ 4,625.28	\$ 4,760.08	\$ 4,897.62	\$ 5,169.92	\$ 5,442.22
AFSC	1558		N	ANNUAL	\$ 55,503.36	\$ 57,120.96	\$ 58,771.44	\$ 62,039.04	\$ 65,306.64
AFSC	1569	Lead Inspector	N	HOURLY	\$ 49.58	\$ 51.04	\$ 52.50	\$ 55.41	\$ 58.33
AFSC	1569	Lead Inspector	N	MONTHLY	\$ 8,593.98	\$ 8,846.74	\$ 9,099.50	\$ 9,605.02	\$ 10,110.54
AFSC	1569	Lead Inspector	N	ANNUAL	\$ 103,127.76	\$ 106,160.88	\$ 109,194.00	\$ 115,260.24	\$ 121,326.48
AFSC	1562	Mail Clerk	N	HOURLY	\$ 25.58	\$ 26.32	\$ 27.08	\$ 28.58	\$ 30.07
AFSC	1562	Mail Clerk	N	MONTHLY	\$ 4,433.18	\$ 4,561.90	\$ 4,693.50	\$ 4,953.84	\$ 5,212.74
AFSC	1562	Mail Clerk	N	ANNUAL	\$ 53,198.16	\$ 54,742.80	\$ 56,322.00	\$ 59,446.08	\$ 62,552.88
AFSC	1024	Management Analyst	E	HOURLY	\$ 47.69	\$ 49.10	\$ 50.50	\$ 53.31	\$ 56.12
AFSC	1024	Management Analyst	E	MONTHLY	\$ 8,267.14	\$ 8,511.65	\$ 8,753.28	\$ 9,241.01	\$ 9,727.18
AFSC	1024	Management Analyst	E	ANNUAL	\$ 99,205.64	\$ 102,139.82	\$ 105,039.41	\$ 110,892.14	\$ 116,726.17
AFSC	1580	Natural Resources Coordinator	N	HOURLY	\$ 42.99	\$ 44.26	\$ 45.52	\$ 48.05	\$ 50.57
AFSC	1580	Natural Resources Coordinator	N	MONTHLY	\$ 7,451.56	\$ 7,671.32	\$ 7,891.10	\$ 8,328.58	\$ 8,766.04
AFSC	1580	Natural Resources Coordinator	N	ANNUAL	\$ 89,418.72	\$ 92,055.84	\$ 94,693.20	\$ 99,942.96	\$ 105,192.48
AFSC	1504	Network Analyst	N	HOURLY	\$ 49.33	\$ 50.78	\$ 52.24	\$ 55.14	\$ 58.03
AFSC	1504	Network Analyst	N	MONTHLY	\$ 8,551.02	\$ 8,801.88	\$ 9,054.42	\$ 9,557.80	\$ 10,059.14
AFSC	1504	Network Analyst	N	ANNUAL	\$ 102,612.24	\$ 105,622.56	\$ 108,653.04	\$ 114,693.60	\$ 120,709.68
AFSC	1503	Network Engineer	N	HOURLY	\$ 56.78	\$ 58.44	\$ 60.12	\$ 63.46	\$ 66.79
AFSC	1503	Network Engineer	N	MONTHLY	\$ 9,841.44	\$ 10,130.18	\$ 10,420.80	\$ 11,000.16	\$ 11,577.18
AFSC	1503	Network Engineer	N	ANNUAL	\$ 118,097.28	\$ 121,562.16	\$ 125,049.60	\$ 132,001.92	\$ 138,926.16

Effective 1/1/2024

3.5% COLA

City of Kirkland
2024 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1561	Office Specialist	N	HOURLY	\$ 29.71	\$ 30.58	\$ 31.45	\$ 33.20	\$ 34.95
AFSC	1561	Office Specialist	N	MONTHLY	\$ 5,149.14	\$ 5,300.62	\$ 5,452.04	\$ 5,754.92	\$ 6,057.84
AFSC	1561	Office Specialist	N	ANNUAL	\$ 61,789.68	\$ 63,607.44	\$ 65,424.48	\$ 69,059.04	\$ 72,694.08
AFSC	1556	Parks Accounts Associate	N	HOURLY	\$ 32.10	\$ 33.04	\$ 34.00	\$ 35.88	\$ 37.77
AFSC	1556	Parks Accounts Associate	N	MONTHLY	\$ 5,564.12	\$ 5,727.78	\$ 5,892.90	\$ 6,220.20	\$ 6,547.48
AFSC	1556	Parks Accounts Associate	N	ANNUAL	\$ 66,769.44	\$ 68,733.36	\$ 70,714.80	\$ 74,642.40	\$ 78,569.76
AFSC	1582	Payroll Analyst	N	HOURLY	\$ 40.85	\$ 42.04	\$ 43.25	\$ 45.65	\$ 48.05
AFSC	1582	Payroll Analyst	N	MONTHLY	\$ 7,080.18	\$ 7,287.88	\$ 7,496.98	\$ 7,913.78	\$ 8,329.20
AFSC	1582	Payroll Analyst	N	ANNUAL	\$ 84,962.16	\$ 87,454.56	\$ 89,963.76	\$ 94,965.36	\$ 99,950.40
AFSC	1540	Payroll Systems Coordinator	N	HOURLY	\$ 40.15	\$ 41.33	\$ 42.51	\$ 44.88	\$ 47.23
AFSC	1540	Payroll Systems Coordinator	N	MONTHLY	\$ 6,959.66	\$ 7,163.98	\$ 7,368.54	\$ 7,779.10	\$ 8,186.82
AFSC	1540	Payroll Systems Coordinator	N	ANNUAL	\$ 83,515.92	\$ 85,967.76	\$ 88,422.48	\$ 93,349.20	\$ 98,241.84
AFSC	1548	Permit Technician	N	HOURLY	\$ 34.62	\$ 35.63	\$ 36.65	\$ 38.69	\$ 40.73
AFSC	1548	Permit Technician	N	MONTHLY	\$ 6,001.00	\$ 6,176.94	\$ 6,352.90	\$ 6,706.22	\$ 7,059.56
AFSC	1548	Permit Technician	N	ANNUAL	\$ 72,012.00	\$ 74,123.28	\$ 76,234.80	\$ 80,474.64	\$ 84,714.72
AFSC	1028	Planner	E	HOURLY	\$ 43.88	\$ 45.17	\$ 46.46	\$ 49.04	\$ 51.62
AFSC	1028	Planner	E	MONTHLY	\$ 7,605.81	\$ 7,829.82	\$ 8,053.52	\$ 8,500.93	\$ 8,948.39
AFSC	1028	Planner	E	ANNUAL	\$ 91,269.74	\$ 93,957.81	\$ 96,642.19	\$ 102,011.19	\$ 107,380.71
AFSC	1583	Planning Technician	N	HOURLY	\$ 35.46	\$ 36.50	\$ 37.55	\$ 39.64	\$ 41.72
AFSC	1583	Planning Technician	N	MONTHLY	\$ 6,147.30	\$ 6,327.64	\$ 6,509.20	\$ 6,871.06	\$ 7,231.76
AFSC	1583	Planning Technician	N	ANNUAL	\$ 73,767.60	\$ 75,931.68	\$ 78,110.40	\$ 82,452.72	\$ 86,781.12
AFSC	1514	Plans Examiner	N	HOURLY	\$ 46.59	\$ 47.96	\$ 49.34	\$ 52.07	\$ 54.81
AFSC	1514	Plans Examiner	N	MONTHLY	\$ 8,076.56	\$ 8,313.42	\$ 8,551.84	\$ 9,025.60	\$ 9,500.88
AFSC	1514	Plans Examiner	N	ANNUAL	\$ 96,918.72	\$ 99,761.04	\$ 102,622.08	\$ 108,307.20	\$ 114,010.56
AFSC	1006	Plans Examiner III	E	HOURLY	\$ 51.91	\$ 53.43	\$ 54.95	\$ 58.01	\$ 61.06
AFSC	1006	Do NOT USE	E	MONTHLY	\$ 8,997.56	\$ 9,260.77	\$ 9,525.44	\$ 10,056.10	\$ 10,583.94
AFSC	1006		E	ANNUAL	\$ 107,970.74	\$ 111,129.19	\$ 114,305.22	\$ 120,673.18	\$ 127,007.25
AFSC	1557	Probation Assistant	N	HOURLY	\$ 32.68	\$ 33.64	\$ 34.60	\$ 36.52	\$ 38.45
AFSC	1557	Probation Assistant	N	MONTHLY	\$ 5,664.46	\$ 5,831.08	\$ 5,997.66	\$ 6,330.84	\$ 6,664.06
AFSC	1557	Probation Assistant	N	ANNUAL	\$ 67,973.52	\$ 69,972.96	\$ 71,971.92	\$ 75,970.08	\$ 79,968.72
AFSC	1531	Probation Officer	N	HOURLY	\$ 43.95	\$ 45.24	\$ 46.53	\$ 49.12	\$ 51.70
AFSC	1531	Probation Officer	N	MONTHLY	\$ 7,618.58	\$ 7,842.50	\$ 8,066.34	\$ 8,514.14	\$ 8,961.96
AFSC	1531	Probation Officer	N	ANNUAL	\$ 91,422.96	\$ 94,110.00	\$ 96,796.08	\$ 102,169.68	\$ 107,543.52
AFSC	1553	Program Assistant	N	HOURLY	\$ 32.23	\$ 33.18	\$ 34.13	\$ 36.03	\$ 37.92
AFSC	1553	Program Assistant	N	MONTHLY	\$ 5,587.44	\$ 5,751.78	\$ 5,916.12	\$ 6,244.80	\$ 6,573.46
AFSC	1553	Program Assistant	N	ANNUAL	\$ 67,049.28	\$ 69,021.36	\$ 70,993.44	\$ 74,937.60	\$ 78,881.52
AFSC	1525	Program Coordinator	N	HOURLY	\$ 41.82	\$ 43.05	\$ 44.28	\$ 46.74	\$ 49.20
AFSC	1525	Program Coordinator	N	MONTHLY	\$ 7,249.48	\$ 7,462.72	\$ 7,675.92	\$ 8,102.36	\$ 8,528.82
AFSC	1525	Program Coordinator	N	ANNUAL	\$ 86,993.76	\$ 89,552.64	\$ 92,111.04	\$ 97,228.32	\$ 102,345.84
AFSC	1587	Program Specialist	N	HOURLY	\$ 32.68	\$ 33.64	\$ 34.60	\$ 36.52	\$ 38.45
AFSC	1587	Program Specialist	N	MONTHLY	\$ 5,664.46	\$ 5,831.08	\$ 5,997.66	\$ 6,330.84	\$ 6,664.06

City of Kirkland
2024 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1587	Program Specialist	N	ANNUAL	\$ 67,973.52	\$ 69,972.96	\$ 71,971.92	\$ 75,970.08	\$ 79,968.72
AFSC	1005	Project Engineer	E	HOURLY	\$ 54.50	\$ 56.10	\$ 57.70	\$ 60.91	\$ 64.11
AFSC	1005	Project Engineer	E	MONTHLY	\$ 9,447.44	\$ 9,723.81	\$ 10,001.71	\$ 10,558.90	\$ 11,113.13
AFSC	1005	Project Engineer	E	ANNUAL	\$ 113,369.29	\$ 116,685.66	\$ 120,020.48	\$ 126,706.84	\$ 133,357.61
AFSC	1589	Property Analyst	N	HOURLY	\$ 45.84	\$ 47.19	\$ 48.54	\$ 51.24	\$ 53.93
AFSC	1589	Property Analyst	N	MONTHLY	\$ 7,946.06	\$ 8,179.18	\$ 8,413.82	\$ 8,881.62	\$ 9,347.84
AFSC	1589	Property Analyst	N	ANNUAL	\$ 95,352.72	\$ 98,150.16	\$ 100,965.84	\$ 106,579.44	\$ 112,174.08
AFSC	1536	Public Disclosure Analyst	N	HOURLY	\$ 37.24	\$ 38.33	\$ 39.43	\$ 41.53	\$ 43.81
AFSC	1536	Public Disclosure Analyst	N	MONTHLY	\$ 6,455.26	\$ 6,644.50	\$ 6,835.10	\$ 7,199.00	\$ 7,593.56
AFSC	1536	Public Disclosure Analyst	N	ANNUAL	\$ 77,463.12	\$ 79,734.00	\$ 82,021.20	\$ 86,388.00	\$ 91,122.72
AFSC	1507	Purchasing Agent	N	HOURLY	\$ 47.21	\$ 48.58	\$ 49.98	\$ 52.76	\$ 55.54
AFSC	1507	Purchasing Agent	N	MONTHLY	\$ 8,184.22	\$ 8,420.56	\$ 8,664.26	\$ 9,145.78	\$ 9,627.30
AFSC	1507	Purchasing Agent	N	ANNUAL	\$ 98,210.64	\$ 101,046.72	\$ 103,971.12	\$ 109,749.36	\$ 115,527.60
AFSC	1552	Records Management Specialist	N	HOURLY	\$ 32.30	\$ 33.25	\$ 34.19	\$ 36.09	\$ 37.99
AFSC	1552	Records Management Specialist	N	MONTHLY	\$ 5,598.04	\$ 5,762.68	\$ 5,927.32	\$ 6,256.64	\$ 6,585.94
AFSC	1552	Records Management Specialist	N	ANNUAL	\$ 67,176.48	\$ 69,152.16	\$ 71,127.84	\$ 75,079.68	\$ 79,031.28
AFSC	1521	Recycling Program Coordinator	N	HOURLY	\$ 42.93	\$ 44.20	\$ 45.46	\$ 47.99	\$ 50.51
AFSC	1521	Recycling Program Coordinator	N	MONTHLY	\$ 7,441.44	\$ 7,661.82	\$ 7,880.70	\$ 8,318.42	\$ 8,756.16
AFSC	1521	Recycling Program Coordinator	N	ANNUAL	\$ 89,297.28	\$ 91,941.84	\$ 94,568.40	\$ 99,821.04	\$ 105,073.92
AFSC	1019	Senior Accountant	E	HOURLY	\$ 47.75	\$ 49.15	\$ 50.55	\$ 53.36	\$ 56.17
AFSC	1019	Senior Accountant	E	MONTHLY	\$ 8,276.21	\$ 8,520.21	\$ 8,762.79	\$ 9,249.42	\$ 9,737.36
AFSC	1019	Senior Accountant	E	ANNUAL	\$ 99,314.57	\$ 102,242.49	\$ 105,153.52	\$ 110,993.03	\$ 116,848.29
AFSC	1543	Senior Accounting Associate	N	HOURLY	\$ 36.99	\$ 38.08	\$ 39.16	\$ 41.34	\$ 43.52
AFSC	1543	Senior Accounting Associate	N	MONTHLY	\$ 6,411.52	\$ 6,600.06	\$ 6,788.66	\$ 7,165.80	\$ 7,542.90
AFSC	1543	Senior Accounting Associate	N	ANNUAL	\$ 76,938.24	\$ 79,200.72	\$ 81,463.92	\$ 85,989.60	\$ 90,514.80
AFSC	1500	Senior Applications Analyst	N	HOURLY	\$ 59.39	\$ 61.13	\$ 62.88	\$ 66.37	\$ 69.86
AFSC	1500	Senior Applications Analyst	N	MONTHLY	\$ 10,293.80	\$ 10,596.56	\$ 10,899.28	\$ 11,504.82	\$ 12,110.34
AFSC	1500	Senior Applications Analyst	N	ANNUAL	\$ 123,525.60	\$ 127,158.72	\$ 130,791.36	\$ 138,057.84	\$ 145,324.08
AFSC	1004	Senior Capital Projects Coordinator	E	HOURLY	\$ 53.37	\$ 54.94	\$ 56.50	\$ 59.64	\$ 62.78
AFSC	1004	Senior Capital Projects Coordinator	E	MONTHLY	\$ 9,250.91	\$ 9,523.12	\$ 9,794.01	\$ 10,338.42	\$ 10,882.80
AFSC	1004	Senior Capital Projects Coordinator	E	ANNUAL	\$ 111,010.95	\$ 114,277.41	\$ 117,528.14	\$ 124,061.03	\$ 130,593.58
AFSC	1007	Senior Community Engagement Coordinator	E	HOURLY	\$ 51.26	\$ 52.77	\$ 54.28	\$ 57.30	\$ 60.31
AFSC	1007	Senior Community Engagement Coordinator	E	MONTHLY	\$ 8,886.04	\$ 9,147.82	\$ 9,408.23	\$ 9,931.69	\$ 10,453.87
AFSC	1007	Senior Community Engagement Coordinator	E	ANNUAL	\$ 106,632.53	\$ 109,773.79	\$ 112,898.74	\$ 119,180.25	\$ 125,446.41
AFSC	1509	Senior Construction Inspector	N	HOURLY	\$ 48.49	\$ 49.92	\$ 51.35	\$ 54.20	\$ 57.06
AFSC	1509	Senior Construction Inspector	N	MONTHLY	\$ 8,406.10	\$ 8,653.48	\$ 8,900.82	\$ 9,395.56	\$ 9,890.28
AFSC	1509	Senior Construction Inspector	N	ANNUAL	\$ 100,873.20	\$ 103,841.76	\$ 106,809.84	\$ 112,746.72	\$ 118,683.36
AFSC	1529	Senior Design Specialist	N	HOURLY	\$ 40.51	\$ 41.70	\$ 42.89	\$ 45.28	\$ 47.66
AFSC	1529	Senior Design Specialist	N	MONTHLY	\$ 7,022.06	\$ 7,228.56	\$ 7,435.08	\$ 7,848.16	\$ 8,261.22
AFSC	1529	Senior Design Specialist	N	ANNUAL	\$ 84,264.72	\$ 86,742.72	\$ 89,220.96	\$ 94,177.92	\$ 99,134.64
AFSC	1002	Senior Development Engineer	E	HOURLY	\$ 56.70	\$ 58.36	\$ 60.04	\$ 63.38	\$ 66.70

City of Kirkland
2024 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1002	Senior Development Engineer	E	MONTHLY	\$ 9,829.08	\$ 10,116.50	\$ 10,407.68	\$ 10,986.33	\$ 11,562.38
AFSC	1002	Senior Development Engineer	E	ANNUAL	\$ 117,948.99	\$ 121,398.05	\$ 124,892.17	\$ 131,835.93	\$ 138,748.58
AFSC	1018	Senior Development Engineering Analyst	E	HOURLY	\$ 47.41	\$ 48.81	\$ 50.20	\$ 52.99	\$ 55.78
AFSC	1018	Senior Development Engineering Analyst	E	MONTHLY	\$ 8,218.56	\$ 8,460.20	\$ 8,701.77	\$ 9,185.00	\$ 9,668.18
AFSC	1018	Senior Development Engineering Analyst	E	ANNUAL	\$ 98,622.66	\$ 101,522.40	\$ 104,421.21	\$ 110,220.05	\$ 116,018.19
AFSC	1581	Senior Electrical Plans Examiner	N	HOURLY	\$ 51.91	\$ 53.43	\$ 54.95	\$ 58.01	\$ 61.06
AFSC	1581	Senior Electrical Plans Examiner	N	MONTHLY	\$ 8,997.54	\$ 9,260.76	\$ 9,525.44	\$ 10,056.08	\$ 10,583.94
AFSC	1581	Senior Electrical Plans Examiner	N	ANNUAL	\$ 107,970.48	\$ 111,129.12	\$ 114,305.28	\$ 120,672.96	\$ 127,007.28
AFSC	1508	Senior GIS Analyst	N	HOURLY	\$ 51.26	\$ 52.77	\$ 54.28	\$ 57.30	\$ 60.31
AFSC	1508	Senior GIS Analyst	N	MONTHLY	\$ 8,886.06	\$ 9,147.82	\$ 9,408.24	\$ 9,931.68	\$ 10,453.88
AFSC	1508	Senior GIS Analyst	N	ANNUAL	\$ 106,632.72	\$ 109,773.84	\$ 112,898.88	\$ 119,180.16	\$ 125,446.56
AFSC	1570	Senior IT Business Analyst	N	HOURLY	\$ 52.20	\$ 53.74	\$ 55.28	\$ 58.36	\$ 61.42
AFSC	1570	Senior IT Business Analyst	N	MONTHLY	\$ 9,049.10	\$ 9,314.68	\$ 9,582.40	\$ 10,115.74	\$ 10,646.90
AFSC	1570	Senior IT Business Analyst	N	ANNUAL	\$ 108,589.20	\$ 111,776.16	\$ 114,988.80	\$ 121,388.88	\$ 127,762.80
AFSC	1047	Senior Management Analyst	E	HOURLY	\$ 51.26	\$ 52.77	\$ 54.28	\$ 57.30	\$ 60.31
AFSC	1047	Senior Management Analyst	E	MONTHLY	\$ 8,886.04	\$ 9,147.82	\$ 9,408.23	\$ 9,931.69	\$ 10,453.87
AFSC	1047	Senior Management Analyst	E	ANNUAL	\$ 106,632.53	\$ 109,773.79	\$ 112,898.74	\$ 119,180.25	\$ 125,446.41
AFSC	1502	Senior Network Engineer	N	HOURLY	\$ 59.39	\$ 61.13	\$ 62.88	\$ 66.37	\$ 69.86
AFSC	1502	Senior Network Engineer	N	MONTHLY	\$ 10,293.80	\$ 10,596.56	\$ 10,899.28	\$ 11,504.82	\$ 12,110.34
AFSC	1502	Senior Network Engineer	N	ANNUAL	\$ 123,525.60	\$ 127,158.72	\$ 130,791.36	\$ 138,057.84	\$ 145,324.08
AFSC	1551	Senior Office Specialist	N	HOURLY	\$ 33.07	\$ 34.03	\$ 35.01	\$ 36.96	\$ 38.90
AFSC	1551	Do NOT USE	N	MONTHLY	\$ 5,732.08	\$ 5,899.42	\$ 6,068.24	\$ 6,405.84	\$ 6,743.44
AFSC	1551		N	ANNUAL	\$ 68,784.96	\$ 70,793.04	\$ 72,818.88	\$ 76,870.08	\$ 80,921.28
AFSC	1017	Senior Ops and Financial Analyst	E	HOURLY	\$ 47.47	\$ 48.87	\$ 50.26	\$ 53.06	\$ 55.85
AFSC	1017	Do NOT USE	E	MONTHLY	\$ 8,228.63	\$ 8,470.68	\$ 8,712.65	\$ 9,196.70	\$ 9,680.74
AFSC	1017		E	ANNUAL	\$ 98,743.51	\$ 101,648.18	\$ 104,551.82	\$ 110,360.39	\$ 116,168.83
AFSC	1579	Senior Permit Technician	N	HOURLY	\$ 38.22	\$ 39.34	\$ 40.47	\$ 42.72	\$ 44.96
AFSC	1579	Senior Permit Technician	N	MONTHLY	\$ 6,625.28	\$ 6,819.64	\$ 7,015.30	\$ 7,405.32	\$ 7,794.06
AFSC	1579	Senior Permit Technician	N	ANNUAL	\$ 79,503.36	\$ 81,835.68	\$ 84,183.60	\$ 88,863.84	\$ 93,528.72
AFSC	1008	Senior Planner	E	HOURLY	\$ 50.45	\$ 51.94	\$ 53.42	\$ 56.39	\$ 59.36
AFSC	1008	Senior Planner	E	MONTHLY	\$ 8,745.81	\$ 9,003.01	\$ 9,260.24	\$ 9,774.70	\$ 10,289.24
AFSC	1008	Senior Planner	E	ANNUAL	\$ 104,949.70	\$ 108,036.17	\$ 111,122.92	\$ 117,296.42	\$ 123,470.87
AFSC	1568	Senior Plans Examiner	N	HOURLY	\$ 51.91	\$ 53.43	\$ 54.95	\$ 58.01	\$ 61.06
AFSC	1568	Senior Plans Examiner	N	MONTHLY	\$ 8,997.54	\$ 9,260.76	\$ 9,525.44	\$ 10,056.08	\$ 10,583.94
AFSC	1568	Senior Plans Examiner	N	ANNUAL	\$ 107,970.48	\$ 111,129.12	\$ 114,305.28	\$ 120,672.96	\$ 127,007.28
AFSC	1000	Senior Project Engineer	E	HOURLY	\$ 60.98	\$ 62.78	\$ 64.57	\$ 68.16	\$ 71.74
AFSC	1000	Senior Project Engineer	E	MONTHLY	\$ 10,570.52	\$ 10,881.42	\$ 11,192.32	\$ 11,814.16	\$ 12,435.94
AFSC	1000	Senior Project Engineer	E	ANNUAL	\$ 126,846.26	\$ 130,577.04	\$ 134,307.80	\$ 141,769.89	\$ 149,231.32
AFSC	1001	Senior Surface Water Engineer	E	HOURLY	\$ 59.94	\$ 61.71	\$ 63.47	\$ 67.00	\$ 70.52
AFSC	1001	Senior Surface Water Engineer	E	MONTHLY	\$ 10,390.69	\$ 10,697.09	\$ 11,002.00	\$ 11,613.32	\$ 12,224.63
AFSC	1001	Senior Surface Water Engineer	E	ANNUAL	\$ 124,688.32	\$ 128,365.04	\$ 132,024.05	\$ 139,359.78	\$ 146,695.51

City of Kirkland
2024 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1535	Service Desk Analyst	N	HOURLY	\$ 39.11	\$ 40.26	\$ 41.41	\$ 43.71	\$ 46.01
AFSC	1535	Service Desk Analyst	N	MONTHLY	\$ 6,779.56	\$ 6,978.94	\$ 7,178.32	\$ 7,577.14	\$ 7,975.94
AFSC	1535	Service Desk Analyst	N	ANNUAL	\$ 81,354.72	\$ 83,747.28	\$ 86,139.84	\$ 90,925.68	\$ 95,711.28
AFSC	1565	Service Desk Lead	N	HOURLY	\$ 43.45	\$ 44.72	\$ 46.00	\$ 48.56	\$ 51.11
AFSC	1565	Service Desk Lead	N	MONTHLY	\$ 7,530.80	\$ 7,751.86	\$ 7,974.22	\$ 8,417.96	\$ 8,859.80
AFSC	1565	Service Desk Lead	N	ANNUAL	\$ 90,369.60	\$ 93,022.32	\$ 95,690.64	\$ 101,015.52	\$ 106,317.60
AFSC	1023	Solid Waste Coordinator	E	HOURLY	\$ 45.48	\$ 46.82	\$ 48.15	\$ 50.83	\$ 53.51
AFSC	1023	Solid Waste Coordinator	E	MONTHLY	\$ 7,883.24	\$ 8,116.44	\$ 8,346.72	\$ 8,811.62	\$ 9,275.10
AFSC	1023	Solid Waste Coordinator	E	ANNUAL	\$ 94,598.88	\$ 97,397.32	\$ 100,160.67	\$ 105,739.40	\$ 111,301.21
AFSC	1045	Solid Waste Programs Lead	E	HOURLY	\$ 48.47	\$ 49.86	\$ 51.25	\$ 53.95	\$ 56.64
AFSC	1045	Solid Waste Programs Lead	E	MONTHLY	\$ 8,402.00	\$ 8,641.95	\$ 8,883.82	\$ 9,352.19	\$ 9,818.65
AFSC	1045	Solid Waste Programs Lead	E	ANNUAL	\$ 100,824.02	\$ 103,703.43	\$ 106,605.84	\$ 112,226.32	\$ 117,823.82
AFSC	1020	Special Projects Coordinator	E	HOURLY	\$ 47.69	\$ 49.10	\$ 50.50	\$ 53.31	\$ 56.12
AFSC	1020	Special Projects Coordinator	E	MONTHLY	\$ 8,267.14	\$ 8,511.65	\$ 8,753.28	\$ 9,241.01	\$ 9,727.18
AFSC	1020	Special Projects Coordinator	E	ANNUAL	\$ 99,205.64	\$ 102,139.82	\$ 105,039.41	\$ 110,892.14	\$ 116,726.17
AFSC	1010	Surface Water Engineer	E	HOURLY	\$ 52.20	\$ 53.74	\$ 55.28	\$ 58.35	\$ 61.42
AFSC	1010	Surface Water Engineer	E	MONTHLY	\$ 9,049.13	\$ 9,315.27	\$ 9,581.40	\$ 10,113.69	\$ 10,645.99
AFSC	1010	Surface Water Engineer	E	ANNUAL	\$ 108,589.58	\$ 111,783.19	\$ 114,976.77	\$ 121,364.29	\$ 127,751.86
AFSC	1025	Surface Water Engineering Analyst	E	HOURLY	\$ 44.20	\$ 45.50	\$ 46.80	\$ 49.40	\$ 52.00
AFSC	1025	Surface Water Engineering Analyst	E	MONTHLY	\$ 7,661.55	\$ 7,886.89	\$ 8,112.31	\$ 8,562.91	\$ 9,013.59
AFSC	1025	Surface Water Engineering Analyst	E	ANNUAL	\$ 91,938.58	\$ 94,642.65	\$ 97,347.73	\$ 102,754.88	\$ 108,163.04
AFSC	1012	Surface Water Planner	E	HOURLY	\$ 49.03	\$ 50.47	\$ 51.92	\$ 54.80	\$ 57.68
AFSC	1012	Surface Water Planner	E	MONTHLY	\$ 8,499.20	\$ 8,749.23	\$ 8,999.17	\$ 9,499.11	\$ 9,999.10
AFSC	1012	Surface Water Planner	E	ANNUAL	\$ 101,990.43	\$ 104,990.81	\$ 107,990.00	\$ 113,989.29	\$ 119,989.15
AFSC	1039	Surface Water Strategic Advisor	E	HOURLY	\$ 60.89	\$ 62.69	\$ 64.48	\$ 68.07	\$ 71.64
AFSC	1039	Surface Water Strategic Advisor	E	MONTHLY	\$ 10,555.20	\$ 10,866.00	\$ 11,176.80	\$ 11,798.41	\$ 12,417.59
AFSC	1039	Surface Water Strategic Advisor	E	ANNUAL	\$ 126,662.35	\$ 130,391.97	\$ 134,121.61	\$ 141,580.86	\$ 149,011.10
AFSC	1550	Technical Project Manager	N	HOURLY	\$ 62.01	\$ 63.83	\$ 65.67	\$ 69.32	\$ 72.95
AFSC	1550	Technical Project Manager	N	MONTHLY	\$ 10,749.62	\$ 11,064.96	\$ 11,382.44	\$ 12,015.24	\$ 12,645.98
AFSC	1550	Technical Project Manager	N	ANNUAL	\$ 128,995.44	\$ 132,779.52	\$ 136,589.28	\$ 144,182.88	\$ 151,751.76
AFSC	1015	Traffic Control Coordinator	E	HOURLY	\$ 48.83	\$ 50.26	\$ 51.70	\$ 54.56	\$ 57.44
AFSC	1015	Traffic Control Coordinator	E	MONTHLY	\$ 8,464.03	\$ 8,712.90	\$ 8,961.80	\$ 9,458.22	\$ 9,957.40
AFSC	1015	Traffic Control Coordinator	E	ANNUAL	\$ 101,568.36	\$ 104,554.83	\$ 107,541.61	\$ 113,498.59	\$ 119,488.77
AFSC	1003	Transportation Engineer	E	HOURLY	\$ 56.12	\$ 57.77	\$ 59.42	\$ 62.72	\$ 66.02
AFSC	1003	Transportation Engineer	E	MONTHLY	\$ 9,727.43	\$ 10,013.50	\$ 10,299.60	\$ 10,871.80	\$ 11,444.01
AFSC	1003	Transportation Engineer	E	ANNUAL	\$ 116,729.13	\$ 120,161.94	\$ 123,595.15	\$ 130,461.54	\$ 137,328.07
AFSC	1584	Transportation Engineering Analyst	N	HOURLY	\$ 40.71	\$ 41.90	\$ 43.10	\$ 45.50	\$ 47.89
AFSC	1584	Transportation Engineering Analyst	N	MONTHLY	\$ 7,056.38	\$ 7,263.40	\$ 7,471.76	\$ 7,887.20	\$ 8,301.22
AFSC	1584	Transportation Engineering Analyst	N	ANNUAL	\$ 84,676.56	\$ 87,160.80	\$ 89,661.12	\$ 94,646.40	\$ 99,614.64
AFSC	1014	Transportation Planner	E	HOURLY	\$ 48.85	\$ 50.28	\$ 51.72	\$ 54.59	\$ 57.46
AFSC	1014	Transportation Planner	E	MONTHLY	\$ 8,466.85	\$ 8,715.17	\$ 8,964.73	\$ 9,462.65	\$ 9,960.51

City of Kirkland
2024 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1014	Transportation Planner	E	ANNUAL	\$ 101,602.21	\$ 104,582.06	\$ 107,576.72	\$ 113,551.80	\$ 119,526.13
AFSC	1037	Transportation Program Coordinator	E	HOURLY	\$ 45.98	\$ 47.33	\$ 48.69	\$ 51.40	\$ 54.10
AFSC	1037	Transportation Program Coordinator	E	MONTHLY	\$ 7,970.82	\$ 8,204.96	\$ 8,440.38	\$ 8,909.99	\$ 9,377.10
AFSC	1037	Transportation Program Coordinator	E	ANNUAL	\$ 95,649.80	\$ 98,459.52	\$ 101,284.59	\$ 106,919.83	\$ 112,525.15
AFSC	1038	Transportation Strategic Advisor	E	HOURLY	\$ 60.89	\$ 62.69	\$ 64.48	\$ 68.07	\$ 71.64
AFSC	1038	Transportation Strategic Advisor	E	MONTHLY	\$ 10,555.20	\$ 10,866.00	\$ 11,176.80	\$ 11,798.41	\$ 12,417.59
AFSC	1038	Transportation Strategic Advisor	E	ANNUAL	\$ 126,662.35	\$ 130,391.97	\$ 134,121.61	\$ 141,580.86	\$ 149,011.10
AFSC	1512	Urban Forester	N	HOURLY	\$ 50.45	\$ 51.94	\$ 53.42	\$ 56.39	\$ 59.36
AFSC	1512	Urban Forester	N	MONTHLY	\$ 8,745.78	\$ 9,003.02	\$ 9,260.26	\$ 9,774.70	\$ 10,289.24
AFSC	1512	Urban Forester	N	ANNUAL	\$ 104,949.36	\$ 108,036.24	\$ 111,123.12	\$ 117,296.40	\$ 123,470.88
AFSC	1526	Video Production Specialist	N	HOURLY	\$ 41.48	\$ 42.70	\$ 43.92	\$ 46.36	\$ 48.80
AFSC	1526	Video Production Specialist	N	MONTHLY	\$ 7,190.28	\$ 7,401.80	\$ 7,613.24	\$ 8,036.20	\$ 8,459.16
AFSC	1526	Video Production Specialist	N	ANNUAL	\$ 86,283.36	\$ 88,821.60	\$ 91,358.88	\$ 96,434.40	\$ 101,509.92
AFSC	1011	Water Quality Program Coordinator	E	HOURLY	\$ 49.69	\$ 51.15	\$ 52.61	\$ 55.53	\$ 58.45
AFSC	1011	Water Quality Program Coordinator	E	MONTHLY	\$ 8,612.58	\$ 8,865.89	\$ 9,119.20	\$ 9,625.82	\$ 10,132.44
AFSC	1011	Water Quality Program Coordinator	E	ANNUAL	\$ 103,350.93	\$ 106,390.64	\$ 109,430.36	\$ 115,509.84	\$ 121,589.31
AFSC	1522	Water Quality Specialist	N	HOURLY	\$ 42.93	\$ 44.20	\$ 45.46	\$ 47.99	\$ 50.51
AFSC	1522	Water Quality Specialist	N	MONTHLY	\$ 7,441.44	\$ 7,661.82	\$ 7,880.70	\$ 8,318.42	\$ 8,756.18
AFSC	1522	Water Quality Specialist	N	ANNUAL	\$ 89,297.28	\$ 91,941.84	\$ 94,568.40	\$ 99,821.04	\$ 105,074.16
AFSC	1533	Web and Multimedia Specialist	N	HOURLY	\$ 39.36	\$ 40.52	\$ 41.68	\$ 43.99	\$ 46.31
AFSC	1533	Web and Multimedia Specialist	N	MONTHLY	\$ 6,822.76	\$ 7,023.46	\$ 7,224.10	\$ 7,625.44	\$ 8,026.80
AFSC	1533	Web and Multimedia Specialist	N	ANNUAL	\$ 81,873.12	\$ 84,281.52	\$ 86,689.20	\$ 91,505.28	\$ 96,321.60
AFSC	1501	Webmaster	N	HOURLY	\$ 57.32	\$ 59.01	\$ 60.70	\$ 64.07	\$ 67.44
AFSC	1501	Do NOT USE	N	MONTHLY	\$ 9,936.68	\$ 10,228.94	\$ 10,521.16	\$ 11,105.74	\$ 11,690.20
AFSC	1501		N	ANNUAL	\$ 119,240.16	\$ 122,747.28	\$ 126,253.92	\$ 133,268.88	\$ 140,282.40