

City of Kirkland  
2024 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	\$ 56.45	\$ 58.14	\$ 59.89	\$ 61.68	\$ 63.53	\$ 65.44	\$ 67.40	\$ 69.42	\$ 71.51	\$ 73.65
MAC	7226	Accounting Manager	MONTHLY	\$ 9,784.83	\$ 10,078.37	\$ 10,380.72	\$ 10,692.15	\$ 11,012.91	\$ 11,343.30	\$ 11,683.60	\$ 12,034.10	\$ 12,395.13	\$ 12,766.98
MAC	7226	Accounting Manager	ANNUAL	\$ 117,417.95	\$ 120,940.47	\$ 124,568.69	\$ 128,305.74	\$ 132,154.92	\$ 136,119.57	\$ 140,203.16	\$ 144,409.25	\$ 148,741.54	\$ 153,203.77
MAC	7411	Accounting Supervisor	HOURLY	\$ 45.28	\$ 46.64	\$ 48.04	\$ 49.48	\$ 50.97	\$ 52.49	\$ 54.07	\$ 55.69	\$ 57.36	\$ 59.08
MAC	7411	Accounting Supervisor	MONTHLY	\$ 7,849.19	\$ 8,084.66	\$ 8,327.20	\$ 8,577.02	\$ 8,834.33	\$ 9,099.36	\$ 9,372.34	\$ 9,653.51	\$ 9,943.11	\$ 10,241.41
MAC	7411	Accounting Supervisor	ANNUAL	\$ 94,190.22	\$ 97,015.93	\$ 99,926.41	\$ 102,924.20	\$ 106,011.92	\$ 109,192.29	\$ 112,468.05	\$ 115,842.10	\$ 119,317.36	\$ 122,896.87
MAC	7246	Active Transportation Project Manager	HOURLY	\$ 62.72	\$ 64.60	\$ 66.54	\$ 68.53	\$ 70.59	\$ 72.71	\$ 74.89	\$ 77.13	\$ 79.45	\$ 81.83
MAC	7246	Active Transportation Project Manager	MONTHLY	\$ 10,871.31	\$ 11,197.45	\$ 11,533.37	\$ 11,879.37	\$ 12,235.75	\$ 12,602.82	\$ 12,980.91	\$ 13,370.34	\$ 13,771.45	\$ 14,184.59
MAC	7246	Active Transportation Project Manager	ANNUAL	\$ 130,455.68	\$ 134,369.34	\$ 138,400.43	\$ 142,552.43	\$ 146,829.01	\$ 151,233.88	\$ 155,770.89	\$ 160,444.02	\$ 165,257.34	\$ 170,215.07
MAC	7716	Administrative Services Manager	HOURLY	\$ 56.45	\$ 58.14	\$ 59.89	\$ 61.68	\$ 63.53	\$ 65.44	\$ 67.40	\$ 69.42	\$ 71.51	\$ 73.65
MAC	7716	Administrative Services Manager	MONTHLY	\$ 9,784.83	\$ 10,078.37	\$ 10,380.72	\$ 10,692.15	\$ 11,012.91	\$ 11,343.30	\$ 11,683.60	\$ 12,034.10	\$ 12,395.13	\$ 12,766.98
MAC	7716	Administrative Services Manager	ANNUAL	\$ 117,417.95	\$ 120,940.47	\$ 124,568.69	\$ 128,305.74	\$ 132,154.92	\$ 136,119.57	\$ 140,203.16	\$ 144,409.25	\$ 148,741.54	\$ 153,203.77
MAC	7422	Administrative Supervisor	HOURLY	\$ 38.75	\$ 39.91	\$ 41.11	\$ 42.34	\$ 43.61	\$ 44.92	\$ 46.27	\$ 47.66	\$ 49.09	\$ 50.56
MAC	7422	Administrative Supervisor	MONTHLY	\$ 6,716.68	\$ 6,918.19	\$ 7,125.73	\$ 7,339.50	\$ 7,559.69	\$ 7,786.48	\$ 8,020.07	\$ 8,260.68	\$ 8,508.49	\$ 8,763.75
MAC	7422	Administrative Supervisor	ANNUAL	\$ 80,600.21	\$ 83,018.22	\$ 85,508.77	\$ 88,074.03	\$ 90,716.25	\$ 93,437.74	\$ 96,240.86	\$ 99,128.11	\$ 102,101.93	\$ 105,164.99
MAC	7217	Assistant City Attorney	HOURLY	\$ 59.46	\$ 61.25	\$ 63.09	\$ 64.98	\$ 66.93	\$ 68.94	\$ 71.00	\$ 73.13	\$ 75.33	\$ 77.59
MAC	7217	Assistant City Attorney	MONTHLY	\$ 10,307.51	\$ 10,616.74	\$ 10,935.24	\$ 11,263.30	\$ 11,601.20	\$ 11,949.23	\$ 12,307.71	\$ 12,676.94	\$ 13,057.25	\$ 13,448.97
MAC	7217	Assistant City Attorney	ANNUAL	\$ 123,690.15	\$ 127,400.85	\$ 131,222.88	\$ 135,159.55	\$ 139,214.35	\$ 143,390.77	\$ 147,692.50	\$ 152,123.28	\$ 156,686.96	\$ 161,387.58
MAC	7004	Assistant City Manager	HOURLY	\$ 80.45	\$ 82.86	\$ 85.35	\$ 87.91	\$ 90.55	\$ 93.26	\$ 96.06	\$ 98.94	\$ 101.91	\$ 104.97
MAC	7004	Assistant City Manager	MONTHLY	\$ 13,945.26	\$ 14,363.62	\$ 14,794.53	\$ 15,238.36	\$ 15,695.51	\$ 16,166.38	\$ 16,651.37	\$ 17,150.91	\$ 17,665.44	\$ 18,195.40
MAC	7004	Assistant City Manager	ANNUAL	\$ 167,343.14	\$ 172,363.45	\$ 177,534.34	\$ 182,860.36	\$ 188,346.17	\$ 193,996.57	\$ 199,816.46	\$ 205,810.95	\$ 211,985.27	\$ 218,344.84
MAC	7241	Assistant Court Administrator	HOURLY	\$ 41.40	\$ 42.64	\$ 43.92	\$ 45.24	\$ 46.59	\$ 47.99	\$ 49.43	\$ 50.91	\$ 52.44	\$ 54.01
MAC	7241	Assistant Court Administrator	MONTHLY	\$ 7,175.83	\$ 7,391.10	\$ 7,612.84	\$ 7,841.22	\$ 8,076.46	\$ 8,318.75	\$ 8,568.31	\$ 8,825.36	\$ 9,090.12	\$ 9,362.83
MAC	7241	Assistant Court Administrator	ANNUAL	\$ 86,109.92	\$ 88,693.23	\$ 91,354.02	\$ 94,094.64	\$ 96,917.48	\$ 99,825.00	\$ 102,819.75	\$ 105,904.34	\$ 109,081.47	\$ 112,353.92
MAC	7214	Building Official	HOURLY	\$ 60.50	\$ 62.32	\$ 64.19	\$ 66.11	\$ 68.10	\$ 70.14	\$ 72.24	\$ 74.41	\$ 76.64	\$ 78.94
MAC	7214	Building Official	MONTHLY	\$ 10,487.32	\$ 10,801.94	\$ 11,126.00	\$ 11,459.78	\$ 11,803.58	\$ 12,157.68	\$ 12,522.41	\$ 12,898.09	\$ 13,285.03	\$ 13,683.58
MAC	7214	Building Official	ANNUAL	\$ 125,847.89	\$ 129,623.33	\$ 133,512.02	\$ 137,517.39	\$ 141,642.91	\$ 145,892.19	\$ 150,268.96	\$ 154,777.03	\$ 159,420.34	\$ 164,202.95
MAC	7210	Capital Projects Manager	HOURLY	\$ 69.20	\$ 71.28	\$ 73.42	\$ 75.62	\$ 77.89	\$ 80.23	\$ 82.63	\$ 85.11	\$ 87.67	\$ 90.30
MAC	7210	Capital Projects Manager	MONTHLY	\$ 11,995.92	\$ 12,355.80	\$ 12,726.48	\$ 13,108.27	\$ 13,501.52	\$ 13,906.56	\$ 14,323.76	\$ 14,753.47	\$ 15,196.08	\$ 15,651.96
MAC	7210	Capital Projects Manager	ANNUAL	\$ 143,951.09	\$ 148,269.63	\$ 152,717.71	\$ 157,299.24	\$ 162,018.22	\$ 166,878.77	\$ 171,885.13	\$ 177,041.69	\$ 182,352.93	\$ 187,823.52
MAC	7402	Capital Projects Supervisor	HOURLY	\$ 57.88	\$ 59.62	\$ 61.40	\$ 63.25	\$ 65.14	\$ 67.10	\$ 69.11	\$ 71.18	\$ 73.32	\$ 75.52
MAC	7402	Capital Projects Supervisor	MONTHLY	\$ 10,032.75	\$ 10,333.74	\$ 10,643.75	\$ 10,963.06	\$ 11,291.95	\$ 11,630.71	\$ 11,979.63	\$ 12,339.02	\$ 12,709.19	\$ 13,090.47
MAC	7402	Capital Projects Supervisor	ANNUAL	\$ 120,393.04	\$ 124,004.83	\$ 127,724.98	\$ 131,556.73	\$ 135,503.43	\$ 139,568.54	\$ 143,755.59	\$ 148,068.26	\$ 152,510.30	\$ 157,085.61
MAC	7715	Chief Administrative Officer	HOURLY	\$ 67.71	\$ 69.74	\$ 71.83	\$ 73.99	\$ 76.21	\$ 78.49	\$ 80.85	\$ 83.28	\$ 85.77	\$ 88.35
MAC	7715	Chief Administrative Officer	MONTHLY	\$ 11,736.89	\$ 12,089.00	\$ 12,451.67	\$ 12,825.22	\$ 13,209.97	\$ 13,606.27	\$ 14,014.46	\$ 14,434.89	\$ 14,867.94	\$ 15,313.98
MAC	7715	Chief Administrative Officer	ANNUAL	\$ 140,842.68	\$ 145,067.97	\$ 149,420.00	\$ 153,902.61	\$ 158,519.69	\$ 163,275.27	\$ 168,173.53	\$ 173,218.73	\$ 178,415.30	\$ 183,767.75
MAC	7713	Chief Labor and Employee Relations Administrator	HOURLY	\$ 50.69	\$ 52.21	\$ 53.78	\$ 55.39	\$ 57.05	\$ 58.76	\$ 60.53	\$ 62.34	\$ 64.21	\$ 66.14
MAC	7713	Chief Labor and Employee Relations Administrator	MONTHLY	\$ 8,786.80	\$ 9,050.40	\$ 9,321.91	\$ 9,601.57	\$ 9,889.62	\$ 10,186.30	\$ 10,491.89	\$ 10,806.65	\$ 11,130.85	\$ 11,464.77
MAC	7713	Chief Labor and Employee Relations Administrator	ANNUAL	\$ 105,441.55	\$ 108,604.79	\$ 111,862.93	\$ 115,218.82	\$ 118,675.39	\$ 122,235.63	\$ 125,902.72	\$ 129,679.80	\$ 133,570.19	\$ 137,577.29
MAC	7051	Chief of Police	HOURLY	\$ 84.11	\$ 86.63	\$ 89.23	\$ 91.91	\$ 94.67	\$ 97.51	\$ 100.43	\$ 103.44	\$ 106.55	\$ 109.74
MAC	7051	Chief of Police	MONTHLY	\$ 14,579.63	\$ 15,017.02	\$ 15,467.53	\$ 15,931.55	\$ 16,409.50	\$ 16,901.79	\$ 17,408.84	\$ 17,931.10	\$ 18,469.04	\$ 19,023.11
MAC	7051	Chief of Police	ANNUAL	\$ 174,955.53	\$ 180,204.20	\$ 185,610.33	\$ 191,178.64	\$ 196,913.99	\$ 202,821.42	\$ 208,906.06	\$ 215,173.23	\$ 221,628.43	\$ 228,277.29
MAC	7050	City Attorney	HOURLY	\$ 84.11	\$ 86.63	\$ 89.23	\$ 91.91	\$ 94.67	\$ 97.51	\$ 100.43	\$ 103.44	\$ 106.55	\$ 109.74
MAC	7050	City Attorney	MONTHLY	\$ 14,579.63	\$ 15,017.02	\$ 15,467.53	\$ 15,931.55	\$ 16,409.50	\$ 16,901.79	\$ 17,408.84	\$ 17,931.10	\$ 18,469.04	\$ 19,023.11
MAC	7050	City Attorney	ANNUAL	\$ 174,955.53	\$ 180,204.20	\$ 185,610.33	\$ 191,178.64	\$ 196,913.99	\$ 202,821.42	\$ 208,906.06	\$ 215,173.23	\$ 221,628.43	\$ 228,277.29
MAC	7236	City Clerk	HOURLY	\$ 53.39	\$ 54.99	\$ 56.64	\$ 58.34	\$ 60.09	\$ 61.89	\$ 63.75	\$ 65.66	\$ 67.63	\$ 69.66
MAC	7236	City Clerk	MONTHLY	\$ 9,254.00	\$ 9,531.62	\$ 9,817.57	\$ 10,112.10	\$ 10,415.46	\$ 10,727.92	\$ 11,049.76	\$ 11,381.25	\$ 11,722.69	\$ 12,074.37
MAC	7236	City Clerk	ANNUAL	\$ 111,048.00	\$ 114,379.44	\$ 117,810.82	\$ 121,345.16	\$ 124,985.51	\$ 128,735.07	\$ 132,597.13	\$ 136,575.04	\$ 140,672.29	\$ 144,892.47
MAC	7001	City Manager	HOURLY	-	-	-	-	-	-	-	-	-	\$ 142.50
MAC	7001	City Manager	MONTHLY	-	-	-	-	-	-	-	-	-	\$ 24,700.83
MAC	7001	City Manager	ANNUAL	-	-	-	-	-	-	-	-	-	\$ 296,410.00
MAC	7712	Civilian Admin. Commander	HOURLY	\$ 67.71	\$ 69.74	\$ 71.83	\$ 73.99	\$ 76.21	\$ 78.49	\$ 80.85	\$ 83.28	\$ 85.77	\$ 88.35
MAC	7712	Civilian Admin. Commander	MONTHLY	\$ 11,736.89	\$ 12,089.00	\$ 12,451.67	\$ 12,825.22	\$ 13,209.97	\$ 13,606.27	\$ 14,014.46	\$ 14,434.89	\$ 14,867.94	\$ 15,313.98
MAC	7712	Civilian Admin. Commander	ANNUAL	\$ 140,842.68	\$ 145,067.97	\$ 149,420.00	\$ 153,902.61	\$ 158,519.69	\$ 163,275.27	\$ 168,173.53	\$ 173,218.73	\$ 178,415.30	\$ 183,767.75
MAC	7234	Communications Program Manager	HOURLY	\$ 51.14	\$ 52.68	\$ 54.26	\$ 55.89	\$ 57.56	\$ 59.29	\$ 61.07	\$ 62.90	\$ 64.79	\$ 66.73

City of Kirkland  
2024 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	7234	Communications Program Manager	MONTHLY	\$ 8,865.24	\$ 9,131.19	\$ 9,405.13	\$ 9,687.28	\$ 9,977.90	\$ 10,277.24	\$ 10,585.56	\$ 10,903.12	\$ 11,230.22	\$ 11,567.12
MAC	7234	Communications Program Manager	ANNUAL	\$ 106,382.85	\$ 109,574.32	\$ 112,861.55	\$ 116,247.41	\$ 119,734.82	\$ 123,326.87	\$ 127,026.68	\$ 130,837.48	\$ 134,762.60	\$ 138,805.47
MAC	7431	Construction Inspection Supervisor	HOURLY	\$ 49.01	\$ 50.48	\$ 51.99	\$ 53.55	\$ 55.16	\$ 56.81	\$ 58.52	\$ 60.27	\$ 62.08	\$ 63.94
MAC	7431	Construction Inspection Supervisor	MONTHLY	\$ 8,494.72	\$ 8,749.56	\$ 9,012.04	\$ 9,282.41	\$ 9,560.88	\$ 9,847.70	\$ 10,143.13	\$ 10,447.43	\$ 10,760.85	\$ 11,083.68
MAC	7431	Construction Inspection Supervisor	ANNUAL	\$ 101,936.59	\$ 104,994.68	\$ 108,144.52	\$ 111,388.87	\$ 114,730.54	\$ 118,172.45	\$ 121,717.61	\$ 125,369.15	\$ 129,130.22	\$ 133,004.12
MAC	7205	Corrections Manager	HOURLY	\$ 64.49	\$ 66.42	\$ 68.41	\$ 70.47	\$ 72.58	\$ 74.76	\$ 77.00	\$ 79.31	\$ 81.69	\$ 84.14
MAC	7205	Corrections Manager	MONTHLY	\$ 11,177.92	\$ 11,513.26	\$ 11,858.66	\$ 12,214.41	\$ 12,580.85	\$ 12,958.27	\$ 13,347.02	\$ 13,747.43	\$ 14,159.85	\$ 14,584.65
MAC	7205	Corrections Manager	ANNUAL	\$ 134,135.02	\$ 138,159.09	\$ 142,303.86	\$ 146,572.96	\$ 150,970.15	\$ 155,499.26	\$ 160,164.23	\$ 164,969.17	\$ 169,918.25	\$ 175,015.79
MAC	7245	Court Executive Officer	HOURLY	\$ 62.72	\$ 64.60	\$ 66.54	\$ 68.53	\$ 70.59	\$ 72.71	\$ 74.89	\$ 77.13	\$ 79.45	\$ 81.83
MAC	7245	Court Executive Officer	MONTHLY	\$ 10,871.31	\$ 11,197.45	\$ 11,533.37	\$ 11,879.37	\$ 12,235.75	\$ 12,602.82	\$ 12,980.91	\$ 13,370.34	\$ 13,771.45	\$ 14,184.59
MAC	7245	Court Executive Officer	ANNUAL	\$ 130,455.68	\$ 134,369.43	\$ 138,400.43	\$ 142,552.43	\$ 146,829.01	\$ 151,233.88	\$ 155,770.89	\$ 160,444.02	\$ 165,257.34	\$ 170,215.07
MAC	7418	Court Operations Supervisor	HOURLY	\$ 41.71	\$ 42.96	\$ 44.25	\$ 45.58	\$ 46.95	\$ 48.35	\$ 49.80	\$ 51.30	\$ 52.84	\$ 54.42
MAC	7418	Court Operations Supervisor	MONTHLY	\$ 7,230.09	\$ 7,446.99	\$ 7,670.40	\$ 7,900.51	\$ 8,137.52	\$ 8,381.65	\$ 8,633.10	\$ 8,892.09	\$ 9,158.86	\$ 9,433.62
MAC	7418	Court Operations Supervisor	ANNUAL	\$ 86,761.03	\$ 89,363.86	\$ 92,044.76	\$ 94,806.11	\$ 97,650.29	\$ 100,579.81	\$ 103,597.20	\$ 106,705.12	\$ 109,906.27	\$ 113,203.46
MAC	7244	Crisis Responder Supervisor	HOURLY	\$ 51.41	\$ 52.96	\$ 54.54	\$ 56.18	\$ 57.87	\$ 59.60	\$ 61.39	\$ 63.23	\$ 65.13	\$ 67.08
MAC	7244	Crisis Responder Supervisor	MONTHLY	\$ 8,912.07	\$ 9,179.43	\$ 9,454.81	\$ 9,738.46	\$ 10,030.61	\$ 10,331.53	\$ 10,641.47	\$ 10,960.72	\$ 11,289.54	\$ 11,628.23
MAC	7244	Crisis Responder Supervisor	ANNUAL	\$ 106,944.80	\$ 110,153.14	\$ 113,457.74	\$ 116,861.47	\$ 120,367.31	\$ 123,978.33	\$ 127,697.68	\$ 131,528.61	\$ 135,474.47	\$ 139,538.70
MAC	7420	Customer Accounts Supervisor	HOURLY	\$ 42.24	\$ 43.51	\$ 44.82	\$ 46.16	\$ 47.55	\$ 48.97	\$ 50.44	\$ 51.96	\$ 53.51	\$ 55.12
MAC	7420	Customer Accounts Supervisor	MONTHLY	\$ 7,322.70	\$ 7,542.38	\$ 7,768.66	\$ 8,001.71	\$ 8,241.77	\$ 8,489.02	\$ 8,743.69	\$ 9,006.00	\$ 9,276.18	\$ 9,554.46
MAC	7420	Customer Accounts Supervisor	ANNUAL	\$ 87,872.42	\$ 90,508.60	\$ 93,223.86	\$ 96,020.57	\$ 98,901.18	\$ 101,868.22	\$ 104,924.26	\$ 108,072.00	\$ 111,314.17	\$ 114,653.57
MAC	7414	Customer Service Supervisor	HOURLY	\$ 42.87	\$ 44.15	\$ 45.48	\$ 46.84	\$ 48.25	\$ 49.69	\$ 51.18	\$ 52.72	\$ 54.30	\$ 55.93
MAC	7414	Customer Service Supervisor	MONTHLY	\$ 7,430.47	\$ 7,653.39	\$ 7,882.99	\$ 8,119.48	\$ 8,363.07	\$ 8,613.96	\$ 8,872.37	\$ 9,138.55	\$ 9,412.70	\$ 9,695.08
MAC	7414	Customer Service Supervisor	ANNUAL	\$ 89,165.68	\$ 91,840.65	\$ 94,595.88	\$ 97,433.76	\$ 100,356.78	\$ 103,367.47	\$ 106,468.49	\$ 109,662.55	\$ 112,952.43	\$ 116,341.00
MAC	7003	Deputy City Manager	HOURLY	\$ 89.53	\$ 92.22	\$ 94.99	\$ 97.84	\$ 100.77	\$ 103.79	\$ 106.91	\$ 110.11	\$ 113.42	\$ 116.82
MAC	7003	Deputy City Manager	MONTHLY	\$ 15,519.73	\$ 15,985.32	\$ 16,464.88	\$ 16,958.82	\$ 17,467.59	\$ 17,991.62	\$ 18,531.37	\$ 19,087.31	\$ 19,659.93	\$ 20,249.72
MAC	7003	Deputy City Manager	ANNUAL	\$ 186,236.72	\$ 191,823.82	\$ 197,578.54	\$ 203,505.89	\$ 209,611.07	\$ 215,899.41	\$ 222,376.38	\$ 229,047.67	\$ 235,919.10	\$ 242,996.68
MAC	7206	Deputy Director Finance	HOURLY	\$ 64.88	\$ 66.83	\$ 68.83	\$ 70.90	\$ 73.02	\$ 75.21	\$ 77.47	\$ 79.79	\$ 82.19	\$ 84.65
MAC	7206	Deputy Director Finance	MONTHLY	\$ 11,246.18	\$ 11,583.56	\$ 11,931.07	\$ 12,289.00	\$ 12,657.67	\$ 13,037.40	\$ 13,428.53	\$ 13,831.38	\$ 14,246.32	\$ 14,673.71
MAC	7206	Deputy Director Finance	ANNUAL	\$ 134,954.15	\$ 139,002.77	\$ 143,172.85	\$ 147,468.04	\$ 151,892.09	\$ 156,448.84	\$ 161,142.32	\$ 165,976.57	\$ 170,955.88	\$ 176,084.55
MAC	7239	Deputy Director IT	HOURLY	\$ 66.53	\$ 68.68	\$ 70.83	\$ 72.97	\$ 75.12	\$ 77.26	\$ 79.41	\$ 81.55	\$ 83.70	\$ 85.84
MAC	7239	Deputy Director IT	MONTHLY	\$ 11,532.05	\$ 11,904.53	\$ 12,276.92	\$ 12,648.12	\$ 13,020.56	\$ 13,393.03	\$ 13,765.45	\$ 14,136.68	\$ 14,507.85	\$ 14,882.33
MAC	7239	Deputy Director IT	ANNUAL	\$ 138,384.57	\$ 142,854.31	\$ 147,323.06	\$ 151,777.43	\$ 156,246.74	\$ 160,716.40	\$ 165,185.37	\$ 169,640.17	\$ 174,094.20	\$ 178,563.96
MAC	7253	Deputy Director of Public Works - Eng., Plann., & Dev. Svcs.	HOURLY	\$ 69.20	\$ 71.28	\$ 73.42	\$ 75.62	\$ 77.89	\$ 80.23	\$ 82.63	\$ 85.11	\$ 87.67	\$ 90.30
MAC	7253	Deputy Director of Public Works - Eng., Plann., & Dev. Svcs.	MONTHLY	\$ 11,995.92	\$ 12,355.80	\$ 12,726.48	\$ 13,108.27	\$ 13,501.52	\$ 13,906.56	\$ 14,323.76	\$ 14,753.47	\$ 15,196.08	\$ 15,651.96
MAC	7253	Deputy Director of Public Works - Eng., Plann., & Dev. Svcs.	ANNUAL	\$ 143,951.09	\$ 148,269.63	\$ 152,717.71	\$ 157,299.24	\$ 162,018.22	\$ 166,878.77	\$ 171,885.13	\$ 177,041.69	\$ 182,352.93	\$ 187,823.52
MAC	7252	Deputy Director of Public Works - Operations	HOURLY	\$ 69.20	\$ 71.28	\$ 73.42	\$ 75.62	\$ 77.89	\$ 80.23	\$ 82.63	\$ 85.11	\$ 87.67	\$ 90.30
MAC	7252	Deputy Director of Public Works - Operations	MONTHLY	\$ 11,995.92	\$ 12,355.80	\$ 12,726.48	\$ 13,108.27	\$ 13,501.52	\$ 13,906.56	\$ 14,323.76	\$ 14,753.47	\$ 15,196.08	\$ 15,651.96
MAC	7252	Deputy Director of Public Works - Operations	ANNUAL	\$ 143,951.09	\$ 148,269.63	\$ 152,717.71	\$ 157,299.24	\$ 162,018.22	\$ 166,878.77	\$ 171,885.13	\$ 177,041.69	\$ 182,352.93	\$ 187,823.52
MAC	7202	Deputy Director Public Works	HOURLY	\$ 69.20	\$ 71.28	\$ 73.42	\$ 75.62	\$ 77.89	\$ 80.23	\$ 82.63	\$ 85.11	\$ 87.67	\$ 90.30
MAC	7202	Deputy Director Public Works	MONTHLY	\$ 11,995.92	\$ 12,355.80	\$ 12,726.48	\$ 13,108.27	\$ 13,501.52	\$ 13,906.56	\$ 14,323.76	\$ 14,753.47	\$ 15,196.08	\$ 15,651.96
MAC	7202	Deputy Director Public Works	ANNUAL	\$ 143,951.09	\$ 148,269.63	\$ 152,717.71	\$ 157,299.24	\$ 162,018.22	\$ 166,878.77	\$ 171,885.13	\$ 177,041.69	\$ 182,352.93	\$ 187,823.52
MAC	7204	Deputy Director PW Fin. & Budget	HOURLY	\$ 65.54	\$ 67.51	\$ 69.53	\$ 71.62	\$ 73.77	\$ 75.98	\$ 78.26	\$ 80.61	\$ 83.02	\$ 85.51
MAC	7204	Deputy Director PW Fin. & Budget	MONTHLY	\$ 11,360.59	\$ 11,701.40	\$ 12,052.45	\$ 12,414.02	\$ 12,786.44	\$ 13,170.03	\$ 13,565.13	\$ 13,972.09	\$ 14,391.25	\$ 14,822.99
MAC	7204	Deputy Director PW Fin. & Budget	ANNUAL	\$ 136,327.03	\$ 140,416.85	\$ 144,629.35	\$ 148,968.22	\$ 153,437.27	\$ 158,040.39	\$ 162,781.59	\$ 167,665.04	\$ 172,694.99	\$ 177,875.86
MAC	7201	Deputy Fire Chief	HOURLY	\$ 73.71	\$ 75.92	\$ 78.20	\$ 80.54	\$ 82.96	\$ 85.45	\$ 88.01	\$ 90.65	\$ 93.37	\$ 96.17
MAC	7201	Deputy Fire Chief	MONTHLY	\$ 12,776.68	\$ 13,159.98	\$ 13,554.78	\$ 13,961.42	\$ 14,380.27	\$ 14,811.67	\$ 15,256.02	\$ 15,713.71	\$ 16,185.12	\$ 16,670.67
MAC	7201	Deputy Fire Chief	ANNUAL	\$ 153,320.16	\$ 157,919.78	\$ 162,657.36	\$ 167,537.07	\$ 172,562.20	\$ 177,740.08	\$ 183,072.29	\$ 188,564.46	\$ 194,221.40	\$ 200,048.04
MAC	7218	Deputy Planning Director	HOURLY	\$ 64.88	\$ 66.83	\$ 68.83	\$ 70.90	\$ 73.02	\$ 75.21	\$ 77.47	\$ 79.79	\$ 82.19	\$ 84.65
MAC	7218	Deputy Planning Director	MONTHLY	\$ 11,246.18	\$ 11,583.56	\$ 11,931.07	\$ 12,289.00	\$ 12,657.67	\$ 13,037.40	\$ 13,428.53	\$ 13,831.38	\$ 14,246.32	\$ 14,673.71
MAC	7218	Deputy Planning Director	ANNUAL	\$ 134,954.15	\$ 139,002.77	\$ 143,172.85	\$ 147,468.04	\$ 151,892.09	\$ 156,448.84	\$ 161,142.32	\$ 165,976.57	\$ 170,955.88	\$ 176,084.55
MAC	7242	Deputy Police Chief	HOURLY	\$ 74.53	\$ 76.94	\$ 79.34	\$ 81.74	\$ 84.15	\$ 86.56	\$ 89.06	\$ 91.36	\$ 93.77	\$ 96.17
MAC	7242	Deputy Police Chief	MONTHLY	\$ 12,919.77	\$ 13,336.54	\$ 13,753.30	\$ 14,169.45	\$ 14,586.84	\$ 15,003.60	\$ 15,420.37	\$ 15,837.14	\$ 16,253.90	\$ 16,670.67
MAC	7242	Deputy Police Chief	ANNUAL	\$ 155,037.24	\$ 160,038.43	\$ 165,039.63	\$ 170,033.35	\$ 175,042.81	\$ 180,043.24	\$ 185,044.44	\$ 190,045.64	\$ 195,046.84	\$ 200,048.04
MAC	7209	Development Engineering Manager	HOURLY	\$ 63.80	\$ 65.72	\$ 67.69	\$ 69.72	\$ 71.81	\$ 73.96	\$ 76.18	\$ 78.47	\$ 80.82	\$ 83.25
MAC	7209	Development Engineering Manager	MONTHLY	\$ 11,059.32	\$ 11,391.09	\$ 11,732.83	\$ 12,084.81	\$ 12,447.36	\$ 12,820.78	\$ 13,205.40	\$ 13,601.56	\$ 14,009.61	\$ 14,429.90

City of Kirkland  
2024 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	7209	Development Engineering Manager	ANNUAL	\$ 132,711.78	\$ 136,693.13	\$ 140,793.92	\$ 145,017.74	\$ 149,368.27	\$ 153,849.32	\$ 158,464.80	\$ 163,218.75	\$ 168,115.31	\$ 173,158.77
MAC	7401	Development Engineering Supervisor	HOURLY	\$ 56.04	\$ 57.72	\$ 59.45	\$ 61.24	\$ 63.07	\$ 64.96	\$ 66.91	\$ 68.92	\$ 70.99	\$ 73.12
MAC	7401	Development Engineering Supervisor	MONTHLY	\$ 9,713.76	\$ 10,005.18	\$ 10,305.33	\$ 10,614.49	\$ 10,932.93	\$ 11,260.91	\$ 11,598.74	\$ 11,946.70	\$ 12,305.10	\$ 12,674.26
MAC	7401	Development Engineering Supervisor	ANNUAL	\$ 116,565.16	\$ 120,062.10	\$ 123,663.97	\$ 127,373.88	\$ 131,195.11	\$ 135,130.96	\$ 139,184.89	\$ 143,360.44	\$ 147,661.24	\$ 152,091.08
MAC	7428	Diversity, Equity, Incl. & Belong. Manager	HOURLY	\$ 56.45	\$ 58.14	\$ 59.89	\$ 61.68	\$ 63.53	\$ 65.44	\$ 67.40	\$ 69.42	\$ 71.51	\$ 73.65
MAC	7428	Diversity, Equity, Incl. & Belong. Manager	MONTHLY	\$ 9,784.83	\$ 10,078.37	\$ 10,380.72	\$ 10,692.15	\$ 11,012.91	\$ 11,343.30	\$ 11,683.60	\$ 12,034.10	\$ 12,395.13	\$ 12,766.98
MAC	7428	Diversity, Equity, Incl. & Belong. Manager	ANNUAL	\$ 117,417.95	\$ 120,940.47	\$ 124,568.69	\$ 128,305.74	\$ 132,154.92	\$ 136,119.57	\$ 140,203.16	\$ 144,409.25	\$ 148,741.54	\$ 153,203.77
MAC	7207	Economic Development Manager	HOURLY	\$ 63.75	\$ 65.66	\$ 67.63	\$ 69.66	\$ 71.75	\$ 73.91	\$ 76.12	\$ 78.41	\$ 80.76	\$ 83.18
MAC	7207	Economic Development Manager	MONTHLY	\$ 11,050.70	\$ 11,382.22	\$ 11,723.69	\$ 12,075.40	\$ 12,437.66	\$ 12,810.79	\$ 13,195.12	\$ 13,590.97	\$ 13,998.70	\$ 14,418.66
MAC	7207	Economic Development Manager	ANNUAL	\$ 132,608.43	\$ 136,586.68	\$ 140,684.28	\$ 144,904.81	\$ 149,251.96	\$ 153,729.51	\$ 158,341.40	\$ 163,091.64	\$ 167,984.39	\$ 173,023.92
MAC	7220	Emergency Manager	HOURLY	\$ 57.48	\$ 59.20	\$ 60.98	\$ 62.81	\$ 64.69	\$ 66.63	\$ 68.63	\$ 70.69	\$ 72.81	\$ 75.00
MAC	7220	Emergency Manager	MONTHLY	\$ 9,963.18	\$ 10,262.08	\$ 10,569.94	\$ 10,887.04	\$ 11,213.65	\$ 11,550.06	\$ 11,896.56	\$ 12,253.45	\$ 12,621.06	\$ 12,999.69
MAC	7220	Emergency Manager	ANNUAL	\$ 119,558.14	\$ 123,144.90	\$ 126,839.23	\$ 130,644.42	\$ 134,563.74	\$ 138,600.66	\$ 142,758.68	\$ 147,041.43	\$ 151,452.68	\$ 155,996.26
MAC	7704	Executive Assistant I	HOURLY	\$ 39.28	\$ 40.45	\$ 41.67	\$ 42.92	\$ 44.21	\$ 45.53	\$ 46.90	\$ 48.30	\$ 49.75	\$ 51.25
MAC	7704	Executive Assistant I	MONTHLY	\$ 6,808.14	\$ 7,012.39	\$ 7,222.76	\$ 7,439.44	\$ 7,662.63	\$ 7,892.50	\$ 8,129.28	\$ 8,373.16	\$ 8,624.35	\$ 8,883.08
MAC	7704	Executive Assistant I	ANNUAL	\$ 81,697.73	\$ 84,148.65	\$ 86,673.11	\$ 89,273.30	\$ 91,951.51	\$ 94,710.05	\$ 97,551.35	\$ 100,477.89	\$ 103,492.24	\$ 106,597.00
MAC	7708	Executive Assistant II	HOURLY	\$ 30.70	\$ 31.62	\$ 32.57	\$ 33.54	\$ 34.55	\$ 35.59	\$ 36.65	\$ 37.75	\$ 38.89	\$ 40.05
MAC	7708	Executive Assistant II	MONTHLY	\$ 5,321.00	\$ 5,480.62	\$ 5,645.06	\$ 5,814.40	\$ 5,988.82	\$ 6,168.50	\$ 6,353.54	\$ 6,544.14	\$ 6,740.48	\$ 6,942.68
MAC	7708	Executive Assistant II	ANNUAL	\$ 63,852.00	\$ 65,767.44	\$ 67,740.72	\$ 69,772.80	\$ 71,865.84	\$ 74,022.00	\$ 76,242.48	\$ 78,529.68	\$ 80,885.76	\$ 83,312.16
MAC	7249	Executive Director	HOURLY	\$ 66.53	\$ 68.68	\$ 70.83	\$ 72.97	\$ 75.12	\$ 77.26	\$ 79.41	\$ 81.55	\$ 83.70	\$ 85.84
MAC	7249	Executive Director	MONTHLY	\$ 11,532.05	\$ 11,904.53	\$ 12,276.92	\$ 12,648.12	\$ 13,020.56	\$ 13,393.03	\$ 13,765.45	\$ 14,136.68	\$ 14,507.85	\$ 14,880.33
MAC	7249	Executive Director	ANNUAL	\$ 138,384.57	\$ 142,854.31	\$ 147,323.06	\$ 151,777.43	\$ 156,246.74	\$ 160,716.40	\$ 165,185.37	\$ 169,640.17	\$ 174,094.20	\$ 178,563.96
MAC	7229	Facilities Services Manager	HOURLY	\$ 56.51	\$ 58.21	\$ 59.95	\$ 61.75	\$ 63.60	\$ 65.51	\$ 67.48	\$ 69.50	\$ 71.59	\$ 73.74
MAC	7229	Facilities Services Manager	MONTHLY	\$ 9,795.80	\$ 10,089.68	\$ 10,392.37	\$ 10,704.14	\$ 11,025.26	\$ 11,356.02	\$ 11,696.70	\$ 12,047.60	\$ 12,409.03	\$ 12,781.30
MAC	7229	Facilities Services Manager	ANNUAL	\$ 117,549.63	\$ 121,076.12	\$ 124,708.40	\$ 128,449.65	\$ 132,303.14	\$ 136,272.24	\$ 140,360.41	\$ 144,571.22	\$ 148,908.36	\$ 153,375.60
MAC	7053	Finance Director	HOURLY	\$ 80.45	\$ 82.86	\$ 85.35	\$ 87.91	\$ 90.55	\$ 93.26	\$ 96.06	\$ 98.94	\$ 101.91	\$ 104.97
MAC	7053	Finance Director	MONTHLY	\$ 13,945.26	\$ 14,363.62	\$ 14,794.53	\$ 15,238.36	\$ 15,695.51	\$ 16,166.38	\$ 16,651.37	\$ 17,150.91	\$ 17,665.44	\$ 18,195.40
MAC	7053	Finance Director	ANNUAL	\$ 167,343.14	\$ 172,363.45	\$ 177,534.34	\$ 182,860.36	\$ 188,346.17	\$ 193,996.57	\$ 199,816.46	\$ 205,810.95	\$ 211,985.27	\$ 218,344.84
MAC	7709	Financial Operations Manager	HOURLY	\$ 56.45	\$ 58.14	\$ 59.89	\$ 61.68	\$ 63.53	\$ 65.44	\$ 67.40	\$ 69.42	\$ 71.51	\$ 73.65
MAC	7709	Financial Operations Manager	MONTHLY	\$ 9,784.83	\$ 10,078.37	\$ 10,380.72	\$ 10,692.15	\$ 11,012.91	\$ 11,343.30	\$ 11,683.60	\$ 12,034.10	\$ 12,395.13	\$ 12,766.98
MAC	7709	Financial Operations Manager	ANNUAL	\$ 117,417.95	\$ 120,940.47	\$ 124,568.69	\$ 128,305.74	\$ 132,154.92	\$ 136,119.57	\$ 140,203.16	\$ 144,409.25	\$ 148,741.54	\$ 153,203.77
MAC	7223	Financial Planning Manager	HOURLY	\$ 59.31	\$ 61.09	\$ 62.92	\$ 64.81	\$ 66.75	\$ 68.76	\$ 70.82	\$ 72.94	\$ 75.13	\$ 77.39
MAC	7223	Financial Planning Manager	MONTHLY	\$ 10,280.95	\$ 10,589.38	\$ 10,907.06	\$ 11,234.27	\$ 11,571.30	\$ 11,918.44	\$ 12,275.99	\$ 12,644.27	\$ 13,023.60	\$ 13,414.30
MAC	7223	Financial Planning Manager	ANNUAL	\$ 123,371.36	\$ 127,072.51	\$ 130,884.67	\$ 134,811.22	\$ 138,855.56	\$ 143,021.22	\$ 147,311.87	\$ 151,731.23	\$ 156,283.15	\$ 160,971.65
MAC	7710	Financial Planning Supervisor	HOURLY	\$ 48.46	\$ 49.91	\$ 51.41	\$ 52.95	\$ 54.54	\$ 56.18	\$ 57.86	\$ 59.60	\$ 61.39	\$ 63.23
MAC	7710	Financial Planning Supervisor	MONTHLY	\$ 8,400.18	\$ 8,652.18	\$ 8,911.75	\$ 9,179.10	\$ 9,454.47	\$ 9,738.11	\$ 10,030.25	\$ 10,331.16	\$ 10,641.09	\$ 10,960.32
MAC	7710	Financial Planning Supervisor	ANNUAL	\$ 100,802.12	\$ 103,826.17	\$ 106,940.96	\$ 110,149.18	\$ 113,453.66	\$ 116,857.28	\$ 120,363.00	\$ 123,973.87	\$ 127,693.10	\$ 131,523.89
MAC	7052	Fire Chief	HOURLY	\$ 84.11	\$ 86.63	\$ 89.23	\$ 91.91	\$ 94.67	\$ 97.51	\$ 100.43	\$ 103.44	\$ 106.55	\$ 109.74
MAC	7052	Fire Chief	MONTHLY	\$ 14,579.63	\$ 15,017.02	\$ 15,467.53	\$ 15,931.55	\$ 16,409.50	\$ 16,901.79	\$ 17,408.84	\$ 17,931.10	\$ 18,469.04	\$ 19,023.11
MAC	7052	Fire Chief	ANNUAL	\$ 174,955.53	\$ 180,204.20	\$ 185,610.33	\$ 191,178.64	\$ 196,913.99	\$ 202,821.42	\$ 208,906.06	\$ 215,173.23	\$ 221,628.43	\$ 228,277.29
MAC	7235	Fleet Manager	HOURLY	\$ 51.29	\$ 52.94	\$ 54.60	\$ 56.25	\$ 57.91	\$ 59.56	\$ 61.21	\$ 62.87	\$ 64.52	\$ 66.18
MAC	7235	Fleet Manager	MONTHLY	\$ 8,889.86	\$ 9,176.84	\$ 9,463.86	\$ 9,750.81	\$ 10,037.80	\$ 10,323.45	\$ 10,610.43	\$ 10,897.44	\$ 11,184.40	\$ 11,471.39
MAC	7235	Fleet Manager	ANNUAL	\$ 106,678.29	\$ 110,122.10	\$ 113,566.31	\$ 117,009.73	\$ 120,453.55	\$ 123,881.35	\$ 127,325.16	\$ 130,769.30	\$ 134,212.81	\$ 137,656.64
MAC	7240	Government Affairs Manager	HOURLY	\$ 60.45	\$ 62.40	\$ 64.35	\$ 66.30	\$ 68.25	\$ 70.21	\$ 72.15	\$ 74.10	\$ 76.05	\$ 78.00
MAC	7240	Government Affairs Manager	MONTHLY	\$ 10,477.80	\$ 10,816.42	\$ 11,155.03	\$ 11,492.44	\$ 11,831.06	\$ 12,169.68	\$ 12,507.08	\$ 12,844.49	\$ 13,183.11	\$ 13,520.52
MAC	7240	Government Affairs Manager	ANNUAL	\$ 125,733.56	\$ 129,796.98	\$ 133,860.39	\$ 137,909.29	\$ 141,972.70	\$ 146,036.11	\$ 150,085.01	\$ 154,133.91	\$ 158,197.32	\$ 162,246.22
MAC	7413	Green Kirkland Partnership Supervisor	HOURLY	\$ 42.87	\$ 44.15	\$ 45.48	\$ 46.84	\$ 48.25	\$ 49.69	\$ 51.18	\$ 52.72	\$ 54.30	\$ 55.93
MAC	7413	Green Kirkland Partnership Supervisor	MONTHLY	\$ 7,430.47	\$ 7,653.39	\$ 7,882.99	\$ 8,119.48	\$ 8,363.07	\$ 8,613.96	\$ 8,872.37	\$ 9,138.55	\$ 9,412.70	\$ 9,695.08
MAC	7413	Green Kirkland Partnership Supervisor	ANNUAL	\$ 89,165.68	\$ 91,840.65	\$ 94,595.88	\$ 97,433.76	\$ 100,356.78	\$ 103,367.47	\$ 106,468.49	\$ 109,662.55	\$ 112,952.43	\$ 116,341.00
MAC	7702	Human Resources Analyst	HOURLY	\$ 39.92	\$ 41.11	\$ 42.35	\$ 43.62	\$ 44.93	\$ 46.27	\$ 47.66	\$ 49.09	\$ 50.57	\$ 52.08
MAC	7702	Human Resources Analyst	MONTHLY	\$ 6,919.14	\$ 7,126.71	\$ 7,340.51	\$ 7,560.73	\$ 7,787.55	\$ 8,021.18	\$ 8,261.81	\$ 8,509.67	\$ 8,764.96	\$ 9,027.91
MAC	7702	Human Resources Analyst	ANNUAL	\$ 83,029.66	\$ 85,520.55	\$ 88,086.16	\$ 90,728.75	\$ 93,450.61	\$ 96,254.13	\$ 99,141.75	\$ 102,116.01	\$ 105,179.47	\$ 108,334.87
MAC	7707	Human Resources Assistant	HOURLY	\$ 31.90	\$ 32.86	\$ 33.85	\$ 34.86	\$ 35.91	\$ 36.99	\$ 38.09	\$ 39.24	\$ 40.42	\$ 41.63
MAC	7707	Human Resources Assistant	MONTHLY	\$ 5,530.24	\$ 5,696.12	\$ 5,867.02	\$ 6,043.04	\$ 6,224.32	\$ 6,411.04	\$ 6,603.36	\$ 6,801.46	\$ 7,005.54	\$ 7,215.68
MAC	7707	Human Resources Assistant	ANNUAL	\$ 66,362.88	\$ 68,353.44	\$ 70,404.24	\$ 72,516.48	\$ 74,691.84	\$ 76,932.48	\$ 79,240.32	\$ 81,617.52	\$ 84,066.48	\$ 86,588.16

City of Kirkland  
2024 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	7705	Human Resources Coordinator	HOURLY	\$ 36.93	\$ 38.03	\$ 39.18	\$ 40.35	\$ 41.56	\$ 42.81	\$ 44.09	\$ 45.42	\$ 46.78	\$ 48.18
MAC	7705	Human Resources Coordinator	MONTHLY	\$ 6,400.90	\$ 6,592.92	\$ 6,790.70	\$ 6,994.42	\$ 7,204.28	\$ 7,420.38	\$ 7,642.98	\$ 7,872.30	\$ 8,108.46	\$ 8,351.70
MAC	7705	Human Resources Coordinator	ANNUAL	\$ 76,810.80	\$ 79,115.04	\$ 81,488.40	\$ 83,933.04	\$ 86,451.36	\$ 89,044.56	\$ 91,715.76	\$ 94,467.04	\$ 97,301.52	\$ 100,220.40
MAC	7057	Human Resources Director	HOURLY	\$ 80.45	\$ 82.86	\$ 85.35	\$ 87.91	\$ 90.55	\$ 93.26	\$ 96.06	\$ 98.94	\$ 101.91	\$ 104.97
MAC	7057	Human Resources Director	MONTHLY	\$ 13,945.26	\$ 14,363.62	\$ 14,794.53	\$ 15,238.36	\$ 15,695.51	\$ 16,166.38	\$ 16,651.37	\$ 17,150.91	\$ 17,665.44	\$ 18,195.40
MAC	7057	Human Resources Director	ANNUAL	\$ 167,343.14	\$ 172,363.45	\$ 177,534.34	\$ 182,860.36	\$ 188,346.17	\$ 193,996.57	\$ 199,816.46	\$ 205,810.95	\$ 211,985.27	\$ 218,344.84
MAC	7711	Human Resources Manager	HOURLY	\$ 56.45	\$ 58.14	\$ 59.89	\$ 61.68	\$ 63.53	\$ 65.44	\$ 67.40	\$ 69.42	\$ 71.51	\$ 73.65
MAC	7711	Human Resources Manager	MONTHLY	\$ 9,784.83	\$ 10,078.37	\$ 10,380.72	\$ 10,692.15	\$ 11,012.91	\$ 11,343.30	\$ 11,683.60	\$ 12,034.10	\$ 12,395.13	\$ 12,766.98
MAC	7711	Human Resources Manager	ANNUAL	\$ 117,417.95	\$ 120,940.47	\$ 124,568.69	\$ 128,305.74	\$ 132,154.92	\$ 136,119.57	\$ 140,203.16	\$ 144,409.25	\$ 148,741.54	\$ 153,203.77
MAC	7247	Human Services Manager	HOURLY	\$ 55.61	\$ 57.28	\$ 58.99	\$ 60.76	\$ 62.59	\$ 64.46	\$ 66.40	\$ 68.39	\$ 70.44	\$ 72.55
MAC	7247	Human Services Manager	MONTHLY	\$ 9,638.93	\$ 9,928.10	\$ 10,225.95	\$ 10,532.72	\$ 10,848.70	\$ 11,174.17	\$ 11,509.39	\$ 11,854.67	\$ 12,210.31	\$ 12,576.62
MAC	7247	Human Services Manager	ANNUAL	\$ 115,667.20	\$ 119,137.23	\$ 122,711.34	\$ 126,392.67	\$ 130,184.44	\$ 134,089.98	\$ 138,112.69	\$ 142,256.07	\$ 146,523.74	\$ 150,919.47
MAC	7238	Human Services Supervisor	HOURLY	\$ 44.00	\$ 45.32	\$ 46.68	\$ 48.08	\$ 49.52	\$ 51.00	\$ 52.53	\$ 54.11	\$ 55.73	\$ 57.41
MAC	7238	Human Services Supervisor	MONTHLY	\$ 7,626.37	\$ 7,855.17	\$ 8,090.82	\$ 8,333.55	\$ 8,583.55	\$ 8,841.06	\$ 9,106.29	\$ 9,379.48	\$ 9,660.86	\$ 9,950.69
MAC	7238	Human Services Supervisor	ANNUAL	\$ 91,516.48	\$ 94,261.98	\$ 97,089.84	\$ 100,002.54	\$ 103,002.61	\$ 106,092.70	\$ 109,275.47	\$ 112,553.73	\$ 115,930.35	\$ 119,408.25
MAC	7427	Information Systems Security Officer	HOURLY	\$ 55.91	\$ 57.59	\$ 59.32	\$ 61.10	\$ 62.93	\$ 64.82	\$ 66.76	\$ 68.77	\$ 70.83	\$ 72.95
MAC	7427	Information Systems Security Officer	MONTHLY	\$ 9,692.10	\$ 9,982.87	\$ 10,282.35	\$ 10,590.82	\$ 10,908.55	\$ 11,235.80	\$ 11,572.88	\$ 11,920.06	\$ 12,277.66	\$ 12,645.99
MAC	7427	Information Systems Security Officer	ANNUAL	\$ 116,305.21	\$ 119,794.38	\$ 123,388.19	\$ 127,089.84	\$ 130,902.54	\$ 134,829.63	\$ 138,874.51	\$ 143,040.74	\$ 147,331.96	\$ 151,751.93
MAC	7409	Inspection Supervisor	HOURLY	\$ 49.01	\$ 50.48	\$ 51.99	\$ 53.55	\$ 55.16	\$ 56.81	\$ 58.52	\$ 60.27	\$ 62.08	\$ 63.94
MAC	7409	Inspection Supervisor	MONTHLY	\$ 8,494.72	\$ 8,749.56	\$ 9,012.04	\$ 9,282.41	\$ 9,560.88	\$ 9,847.70	\$ 10,143.13	\$ 10,447.43	\$ 10,760.85	\$ 11,083.68
MAC	7409	Inspection Supervisor	ANNUAL	\$ 101,936.59	\$ 104,994.68	\$ 108,144.52	\$ 111,388.87	\$ 114,730.54	\$ 118,172.45	\$ 121,717.61	\$ 125,369.15	\$ 129,130.22	\$ 133,004.12
MAC	7224	Intergovernmental Relations Manager	HOURLY	\$ 55.61	\$ 57.28	\$ 58.99	\$ 60.76	\$ 62.59	\$ 64.46	\$ 66.40	\$ 68.39	\$ 70.44	\$ 72.55
MAC	7224	Intergovernmental Relations Manager	MONTHLY	\$ 9,638.93	\$ 9,928.10	\$ 10,225.95	\$ 10,532.72	\$ 10,848.70	\$ 11,174.17	\$ 11,509.39	\$ 11,854.67	\$ 12,210.31	\$ 12,576.62
MAC	7224	Intergovernmental Relations Manager	ANNUAL	\$ 115,667.20	\$ 119,137.23	\$ 122,711.34	\$ 126,392.67	\$ 130,184.44	\$ 134,089.98	\$ 138,112.69	\$ 142,256.07	\$ 146,523.74	\$ 150,919.47
MAC	7054	IT Director	HOURLY	\$ 80.45	\$ 82.86	\$ 85.35	\$ 87.91	\$ 90.55	\$ 93.26	\$ 96.06	\$ 98.94	\$ 101.91	\$ 104.97
MAC	7054	IT Director	MONTHLY	\$ 13,945.26	\$ 14,363.62	\$ 14,794.53	\$ 15,238.36	\$ 15,695.51	\$ 16,166.38	\$ 16,651.37	\$ 17,150.91	\$ 17,665.44	\$ 18,195.40
MAC	7054	IT Director	ANNUAL	\$ 167,343.14	\$ 172,363.45	\$ 177,534.34	\$ 182,860.36	\$ 188,346.17	\$ 193,996.57	\$ 199,816.46	\$ 205,810.95	\$ 211,985.27	\$ 218,344.84
MAC	7425	IT Enterprise Apps. Supervisor - DO NOT USE	HOURLY										
MAC	7425	IT Enterprise Apps. Supervisor - DO NOT USE	MONTHLY										
MAC	7425	IT Enterprise Apps. Supervisor - DO NOT USE	ANNUAL										
MAC	7426	IT GIS Supervisor - DO NOT USE	HOURLY										
MAC	7426	IT GIS Supervisor - DO NOT USE	MONTHLY										
MAC	7426	IT GIS Supervisor - DO NOT USE	ANNUAL										
MAC	7211	IT Manager - Enterprise Apps.	HOURLY	\$ 60.68	\$ 62.50	\$ 64.38	\$ 66.31	\$ 68.30	\$ 70.35	\$ 72.46	\$ 74.63	\$ 76.87	\$ 79.18
MAC	7211	IT Manager - Enterprise Apps.	MONTHLY	\$ 10,518.76	\$ 10,834.32	\$ 11,159.35	\$ 11,494.13	\$ 11,838.96	\$ 12,194.13	\$ 12,559.95	\$ 12,936.75	\$ 13,324.85	\$ 13,724.60
MAC	7211	IT Manager - Enterprise Apps.	ANNUAL	\$ 126,225.11	\$ 130,011.88	\$ 133,912.23	\$ 137,929.60	\$ 142,067.49	\$ 146,329.52	\$ 150,719.39	\$ 155,240.97	\$ 159,898.22	\$ 164,695.16
MAC	7212	IT Manager - Network & Ops.	HOURLY	\$ 60.68	\$ 62.50	\$ 64.38	\$ 66.31	\$ 68.30	\$ 70.35	\$ 72.46	\$ 74.63	\$ 76.87	\$ 79.18
MAC	7212	IT Manager - Network & Ops.	MONTHLY	\$ 10,518.76	\$ 10,834.32	\$ 11,159.35	\$ 11,494.13	\$ 11,838.96	\$ 12,194.13	\$ 12,559.95	\$ 12,936.75	\$ 13,324.85	\$ 13,724.60
MAC	7212	IT Manager - Network & Ops.	ANNUAL	\$ 126,225.11	\$ 130,011.88	\$ 133,912.23	\$ 137,929.60	\$ 142,067.49	\$ 146,329.52	\$ 150,719.39	\$ 155,240.97	\$ 159,898.22	\$ 164,695.16
MAC	7213	IT Manager - Spatial Systems	HOURLY	\$ 60.68	\$ 62.50	\$ 64.38	\$ 66.31	\$ 68.30	\$ 70.35	\$ 72.46	\$ 74.63	\$ 76.87	\$ 79.18
MAC	7213	IT Manager - Spatial Systems	MONTHLY	\$ 10,518.76	\$ 10,834.32	\$ 11,159.35	\$ 11,494.13	\$ 11,838.96	\$ 12,194.13	\$ 12,559.95	\$ 12,936.75	\$ 13,324.85	\$ 13,724.60
MAC	7213	IT Manager - Spatial Systems	ANNUAL	\$ 126,225.11	\$ 130,011.88	\$ 133,912.23	\$ 137,929.60	\$ 142,067.49	\$ 146,329.52	\$ 150,719.39	\$ 155,240.97	\$ 159,898.22	\$ 164,695.16
MAC	7424	IT Network & Desktop Sup. - DO NOT USE	HOURLY										
MAC	7424	IT Network & Desktop Sup. - DO NOT USE	MONTHLY										
MAC	7424	IT Network & Desktop Sup. - DO NOT USE	ANNUAL										
MAC	7429	IT Supervisor	HOURLY	\$ 55.91	\$ 57.59	\$ 59.32	\$ 61.10	\$ 62.93	\$ 64.82	\$ 66.76	\$ 68.77	\$ 70.83	\$ 72.95
MAC	7429	IT Supervisor	MONTHLY	\$ 9,692.10	\$ 9,982.87	\$ 10,282.35	\$ 10,590.82	\$ 10,908.55	\$ 11,235.80	\$ 11,572.88	\$ 11,920.06	\$ 12,277.66	\$ 12,645.99
MAC	7429	IT Supervisor	ANNUAL	\$ 116,305.21	\$ 119,794.38	\$ 123,388.19	\$ 127,089.84	\$ 130,902.54	\$ 134,829.63	\$ 138,874.51	\$ 143,040.74	\$ 147,331.96	\$ 151,751.93
MAC	7254	Labor and Employee Relations Manager	HOURLY	\$ 56.45	\$ 58.14	\$ 59.89	\$ 61.68	\$ 63.53	\$ 65.44	\$ 67.40	\$ 69.42	\$ 71.51	\$ 73.65
MAC	7254	Labor and Employee Relations Manager	MONTHLY	\$ 9,784.83	\$ 10,078.37	\$ 10,380.72	\$ 10,692.15	\$ 11,012.91	\$ 11,343.30	\$ 11,683.60	\$ 12,034.10	\$ 12,395.13	\$ 12,766.98
MAC	7254	Labor and Employee Relations Manager	ANNUAL	\$ 117,417.95	\$ 120,940.47	\$ 124,568.69	\$ 128,305.74	\$ 132,154.92	\$ 136,119.57	\$ 140,203.16	\$ 144,409.25	\$ 148,741.54	\$ 153,203.77
MAC	7706	Legal Assistant	HOURLY	\$ 33.37	\$ 34.37	\$ 35.40	\$ 36.47	\$ 37.56	\$ 38.69	\$ 39.85	\$ 41.04	\$ 42.27	\$ 43.54
MAC	7706	Legal Assistant	MONTHLY	\$ 5,784.58	\$ 5,958.12	\$ 6,136.84	\$ 6,320.94	\$ 6,510.58	\$ 6,705.90	\$ 6,907.10	\$ 7,114.28	\$ 7,327.70	\$ 7,547.56
MAC	7706	Legal Assistant	ANNUAL	\$ 69,414.96	\$ 71,497.44	\$ 73,642.08	\$ 75,851.28	\$ 78,126.96	\$ 80,470.80	\$ 82,885.20	\$ 85,371.36	\$ 87,932.40	\$ 90,570.72
MAC	7002	Municipal Court Judge	HOURLY	-	-	-	-	-	-	-	-	-	\$ 99.51



City of Kirkland  
2024 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	MONTHLY	-	-	-	-	-	-	-	-	-	\$ 17,249.00
MAC	7002	Municipal Court Judge	ANNUAL	-	-	-	-	-	-	-	-	-	\$ 206,988.00
MAC	7714	Paralegal	HOURLY	\$ 37.42	\$ 38.55	\$ 39.70	\$ 40.89	\$ 42.12	\$ 43.38	\$ 44.69	\$ 46.03	\$ 47.41	\$ 48.83
MAC	7714	Paralegal	MONTHLY	\$ 6,487.00	\$ 6,681.62	\$ 6,882.04	\$ 7,088.54	\$ 7,301.20	\$ 7,520.20	\$ 7,745.82	\$ 7,978.18	\$ 8,217.52	\$ 8,464.08
MAC	7714	Paralegal	ANNUAL	\$ 77,844.00	\$ 80,179.44	\$ 82,584.48	\$ 85,062.48	\$ 87,614.40	\$ 90,242.40	\$ 92,949.84	\$ 95,738.16	\$ 98,610.24	\$ 101,568.96
MAC	7215	Parks & CS Deputy Director	HOURLY	\$ 64.88	\$ 66.83	\$ 68.83	\$ 70.90	\$ 73.02	\$ 75.21	\$ 77.47	\$ 79.79	\$ 82.19	\$ 84.65
MAC	7215	Parks & CS Deputy Director	MONTHLY	\$ 11,246.18	\$ 11,583.56	\$ 11,931.07	\$ 12,289.00	\$ 12,657.67	\$ 13,037.40	\$ 13,428.53	\$ 13,831.38	\$ 14,246.32	\$ 14,673.71
MAC	7215	Parks & CS Deputy Director	ANNUAL	\$ 134,954.15	\$ 139,002.77	\$ 143,172.85	\$ 147,468.04	\$ 151,892.09	\$ 156,448.84	\$ 161,142.32	\$ 165,976.57	\$ 170,955.88	\$ 176,084.55
MAC	7056	Parks & CS Director	HOURLY	\$ 80.45	\$ 82.86	\$ 85.35	\$ 87.91	\$ 90.55	\$ 93.26	\$ 96.06	\$ 98.94	\$ 101.91	\$ 104.97
MAC	7056	Parks & CS Director	MONTHLY	\$ 13,945.26	\$ 14,363.62	\$ 14,794.53	\$ 15,238.36	\$ 15,695.51	\$ 16,166.38	\$ 16,651.37	\$ 17,150.91	\$ 17,665.44	\$ 18,195.40
MAC	7056	Parks & CS Director	ANNUAL	\$ 167,343.14	\$ 172,363.45	\$ 177,534.34	\$ 182,860.36	\$ 188,346.17	\$ 193,996.57	\$ 199,816.46	\$ 205,810.95	\$ 211,985.27	\$ 218,344.84
MAC	7412	Parks Maint. Supervisor	HOURLY	\$ 42.87	\$ 44.15	\$ 45.48	\$ 46.84	\$ 48.25	\$ 49.69	\$ 51.18	\$ 52.72	\$ 54.30	\$ 55.93
MAC	7412	Parks Maint. Supervisor	MONTHLY	\$ 7,430.47	\$ 7,653.39	\$ 7,882.99	\$ 8,119.48	\$ 8,363.07	\$ 8,613.96	\$ 8,872.37	\$ 9,138.55	\$ 9,412.70	\$ 9,695.08
MAC	7412	Parks Maint. Supervisor	ANNUAL	\$ 89,165.68	\$ 91,840.65	\$ 94,595.88	\$ 97,433.76	\$ 100,356.78	\$ 103,367.47	\$ 106,468.49	\$ 109,662.55	\$ 112,952.43	\$ 116,341.00
MAC	7230	Parks Operations Manager	HOURLY	\$ 53.44	\$ 55.04	\$ 56.69	\$ 58.39	\$ 60.15	\$ 61.95	\$ 63.81	\$ 65.72	\$ 67.70	\$ 69.73
MAC	7230	Parks Operations Manager	MONTHLY	\$ 9,263.22	\$ 9,541.12	\$ 9,827.35	\$ 10,122.17	\$ 10,425.84	\$ 10,738.61	\$ 11,060.77	\$ 11,392.59	\$ 11,734.37	\$ 12,086.40
MAC	7230	Parks Operations Manager	ANNUAL	\$ 111,158.66	\$ 114,493.42	\$ 117,928.21	\$ 121,466.06	\$ 125,110.04	\$ 128,863.35	\$ 132,729.25	\$ 136,711.11	\$ 140,812.45	\$ 145,036.83
MAC	7237	Parks Planning & Dev. Manager	HOURLY	\$ 50.33	\$ 51.96	\$ 53.57	\$ 55.20	\$ 56.82	\$ 58.44	\$ 60.07	\$ 61.69	\$ 63.31	\$ 64.94
MAC	7237	Parks Planning & Dev. Manager	MONTHLY	\$ 8,724.24	\$ 9,006.03	\$ 9,286.39	\$ 9,568.19	\$ 9,849.99	\$ 10,130.35	\$ 10,412.19	\$ 10,693.97	\$ 10,974.34	\$ 11,256.11
MAC	7237	Parks Planning & Dev. Manager	ANNUAL	\$ 104,690.89	\$ 108,072.31	\$ 111,436.71	\$ 114,818.25	\$ 118,199.83	\$ 121,564.21	\$ 124,946.28	\$ 128,327.62	\$ 131,692.03	\$ 135,073.36
MAC	7421	Permit Technician Supervisor	HOURLY	\$ 41.85	\$ 43.10	\$ 44.40	\$ 45.73	\$ 47.10	\$ 48.51	\$ 49.97	\$ 51.47	\$ 53.01	\$ 54.60
MAC	7421	Permit Technician Supervisor	MONTHLY	\$ 7,253.68	\$ 7,471.30	\$ 7,695.43	\$ 7,926.30	\$ 8,164.09	\$ 8,409.01	\$ 8,661.28	\$ 8,921.12	\$ 9,188.75	\$ 9,464.41
MAC	7421	Permit Technician Supervisor	ANNUAL	\$ 87,044.20	\$ 89,655.54	\$ 92,345.20	\$ 95,115.56	\$ 97,969.02	\$ 100,908.10	\$ 103,935.33	\$ 107,053.39	\$ 110,265.00	\$ 113,572.95
MAC	7405	Plan Review Supervisor	HOURLY	\$ 50.18	\$ 51.69	\$ 53.24	\$ 54.83	\$ 56.48	\$ 58.17	\$ 59.92	\$ 61.72	\$ 63.57	\$ 65.47
MAC	7405	Plan Review Supervisor	MONTHLY	\$ 8,698.25	\$ 8,959.20	\$ 9,227.97	\$ 9,504.81	\$ 9,789.96	\$ 10,083.65	\$ 10,386.16	\$ 10,697.75	\$ 11,018.68	\$ 11,349.24
MAC	7405	Plan Review Supervisor	ANNUAL	\$ 104,378.96	\$ 107,510.34	\$ 110,735.65	\$ 114,057.72	\$ 117,479.46	\$ 121,003.84	\$ 124,633.95	\$ 128,372.95	\$ 132,224.16	\$ 136,190.88
MAC	7058	Planning & Bldg. Director	HOURLY	\$ 80.45	\$ 82.86	\$ 85.35	\$ 87.91	\$ 90.55	\$ 93.26	\$ 96.06	\$ 98.94	\$ 101.91	\$ 104.97
MAC	7058	Planning & Bldg. Director	MONTHLY	\$ 13,945.26	\$ 14,363.62	\$ 14,794.53	\$ 15,238.36	\$ 15,695.51	\$ 16,166.38	\$ 16,651.37	\$ 17,150.91	\$ 17,665.44	\$ 18,195.40
MAC	7058	Planning & Bldg. Director	ANNUAL	\$ 167,343.14	\$ 172,363.45	\$ 177,534.34	\$ 182,860.36	\$ 188,346.17	\$ 193,996.57	\$ 199,816.46	\$ 205,810.95	\$ 211,985.27	\$ 218,344.84
MAC	7423	Planning Administrative Supervisor	HOURLY	\$ 38.75	\$ 39.91	\$ 41.11	\$ 42.34	\$ 43.61	\$ 44.92	\$ 46.27	\$ 47.66	\$ 49.09	\$ 50.56
MAC	7423	Planning Administrative Supervisor	MONTHLY	\$ 6,716.68	\$ 6,918.19	\$ 7,125.73	\$ 7,339.50	\$ 7,559.69	\$ 7,786.48	\$ 8,020.07	\$ 8,260.68	\$ 8,508.49	\$ 8,763.75
MAC	7423	Planning Administrative Supervisor	ANNUAL	\$ 80,600.21	\$ 83,018.22	\$ 85,508.77	\$ 88,074.03	\$ 90,716.25	\$ 93,437.74	\$ 96,240.86	\$ 99,128.11	\$ 102,101.93	\$ 105,164.99
MAC	7221	Planning Manager - Dev. Svcs.	HOURLY	\$ 57.86	\$ 59.59	\$ 61.38	\$ 63.22	\$ 65.12	\$ 67.07	\$ 69.08	\$ 71.16	\$ 73.29	\$ 75.49
MAC	7221	Planning Manager - Dev. Svcs.	MONTHLY	\$ 10,028.98	\$ 10,329.85	\$ 10,639.75	\$ 10,958.94	\$ 11,287.71	\$ 11,626.34	\$ 11,975.13	\$ 12,334.39	\$ 12,704.42	\$ 13,085.55
MAC	7221	Planning Manager - Dev. Svcs.	ANNUAL	\$ 120,347.80	\$ 123,958.23	\$ 127,676.98	\$ 131,507.30	\$ 135,452.51	\$ 139,516.09	\$ 143,701.57	\$ 148,012.62	\$ 152,453.00	\$ 157,026.58
MAC	7228	Planning Operations Manager	HOURLY	\$ 56.92	\$ 58.63	\$ 60.38	\$ 62.20	\$ 64.06	\$ 65.98	\$ 67.96	\$ 70.00	\$ 72.10	\$ 74.27
MAC	7228	Planning Operations Manager	MONTHLY	\$ 9,866.20	\$ 10,162.18	\$ 10,467.05	\$ 10,781.06	\$ 11,104.49	\$ 11,437.63	\$ 11,780.76	\$ 12,134.18	\$ 12,498.20	\$ 12,873.15
MAC	7228	Planning Operations Manager	ANNUAL	\$ 118,394.36	\$ 121,946.19	\$ 125,604.59	\$ 129,372.72	\$ 133,253.90	\$ 137,251.52	\$ 141,369.06	\$ 145,610.14	\$ 149,978.44	\$ 154,477.79
MAC	7404	Planning Supervisor	HOURLY	\$ 53.08	\$ 54.68	\$ 56.32	\$ 58.01	\$ 59.75	\$ 61.54	\$ 63.39	\$ 65.29	\$ 67.25	\$ 69.26
MAC	7404	Planning Supervisor	MONTHLY	\$ 9,201.57	\$ 9,477.62	\$ 9,761.95	\$ 10,054.81	\$ 10,356.45	\$ 10,667.15	\$ 10,987.16	\$ 11,316.78	\$ 11,656.28	\$ 12,005.97
MAC	7404	Planning Supervisor	ANNUAL	\$ 110,418.89	\$ 113,731.45	\$ 117,143.39	\$ 120,657.69	\$ 124,277.43	\$ 128,005.76	\$ 131,845.92	\$ 135,801.30	\$ 139,875.34	\$ 144,071.61
MAC	7419	Police Support Supervisor	HOURLY	\$ 41.94	\$ 43.20	\$ 44.50	\$ 45.83	\$ 47.21	\$ 48.63	\$ 50.08	\$ 51.59	\$ 53.13	\$ 54.73
MAC	7419	Police Support Supervisor	MONTHLY	\$ 7,270.68	\$ 7,488.80	\$ 7,713.46	\$ 7,944.86	\$ 8,183.21	\$ 8,428.71	\$ 8,681.57	\$ 8,942.01	\$ 9,210.27	\$ 9,486.58
MAC	7419	Police Support Supervisor	ANNUAL	\$ 87,248.10	\$ 89,865.55	\$ 92,561.51	\$ 95,338.35	\$ 98,198.51	\$ 101,144.46	\$ 104,178.79	\$ 107,304.16	\$ 110,523.29	\$ 113,838.99
MAC	7417	Probation Supervisor	HOURLY	\$ 41.71	\$ 42.96	\$ 44.25	\$ 45.58	\$ 46.95	\$ 48.35	\$ 49.80	\$ 51.30	\$ 52.84	\$ 54.42
MAC	7417	Probation Supervisor	MONTHLY	\$ 7,230.09	\$ 7,446.99	\$ 7,670.40	\$ 7,900.51	\$ 8,137.52	\$ 8,381.65	\$ 8,633.10	\$ 8,892.09	\$ 9,158.86	\$ 9,433.62
MAC	7417	Probation Supervisor	ANNUAL	\$ 86,761.03	\$ 89,363.86	\$ 92,044.76	\$ 94,806.11	\$ 97,650.29	\$ 100,579.81	\$ 103,597.20	\$ 106,705.12	\$ 109,906.27	\$ 113,203.46
MAC	7055	Public Works Director	HOURLY	\$ 80.45	\$ 82.86	\$ 85.35	\$ 87.91	\$ 90.55	\$ 93.26	\$ 96.06	\$ 98.94	\$ 101.91	\$ 104.97
MAC	7055	Public Works Director	MONTHLY	\$ 13,945.26	\$ 14,363.62	\$ 14,794.53	\$ 15,238.36	\$ 15,695.51	\$ 16,166.38	\$ 16,651.37	\$ 17,150.91	\$ 17,665.44	\$ 18,195.40
MAC	7055	Public Works Director	ANNUAL	\$ 167,343.14	\$ 172,363.45	\$ 177,534.34	\$ 182,860.36	\$ 188,346.17	\$ 193,996.57	\$ 199,816.46	\$ 205,810.95	\$ 211,985.27	\$ 218,344.84
MAC	7216	Public Works Superintendent	HOURLY	\$ 64.68	\$ 66.62	\$ 68.61	\$ 70.67	\$ 72.79	\$ 74.98	\$ 77.23	\$ 79.54	\$ 81.93	\$ 84.39
MAC	7216	Public Works Superintendent	MONTHLY	\$ 10,123.09	\$ 10,426.78	\$ 10,739.58	\$ 11,061.77	\$ 11,393.62	\$ 11,735.43	\$ 12,087.50	\$ 12,450.12	\$ 12,823.62	\$ 13,208.33
MAC	7216	Public Works Superintendent	ANNUAL	\$ 134,529.76	\$ 138,565.66	\$ 142,722.62	\$ 147,004.30	\$ 151,414.42	\$ 155,956.86	\$ 160,635.57	\$ 165,454.63	\$ 170,418.29	\$ 175,530.83
MAC	7231	Recreation Manager	HOURLY	\$ 53.44	\$ 55.04	\$ 56.69	\$ 58.39	\$ 60.15	\$ 61.95	\$ 63.81	\$ 65.72	\$ 67.70	\$ 69.73
MAC	7231	Recreation Manager	MONTHLY	\$ 9,263.22	\$ 9,541.12	\$ 9,827.35	\$ 10,122.17	\$ 10,425.84	\$ 10,738.61	\$ 11,060.77	\$ 11,392.59	\$ 11,734.37	\$ 12,086.40

City of Kirkland  
2024 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	7231	Recreation Manager	ANNUAL	\$ 111,158.66	\$ 114,493.42	\$ 117,928.21	\$ 121,466.06	\$ 125,110.04	\$ 128,863.35	\$ 132,729.25	\$ 136,711.11	\$ 140,812.45	\$ 145,036.83
MAC	7415	Recreation Supervisor	HOURLY	\$ 42.87	\$ 44.15	\$ 45.48	\$ 46.84	\$ 48.25	\$ 49.69	\$ 51.18	\$ 52.72	\$ 54.30	\$ 55.93
MAC	7415	Recreation Supervisor	MONTHLY	\$ 7,430.47	\$ 7,653.39	\$ 7,882.99	\$ 8,119.48	\$ 8,363.07	\$ 8,613.96	\$ 8,872.37	\$ 9,138.55	\$ 9,412.70	\$ 9,695.08
MAC	7415	Recreation Supervisor	ANNUAL	\$ 89,165.68	\$ 91,840.65	\$ 94,595.88	\$ 97,433.76	\$ 100,356.78	\$ 103,367.47	\$ 106,468.49	\$ 109,662.55	\$ 112,952.43	\$ 116,341.00
MAC	7251	Regional Projects Manager	HOURLY	\$ 62.72	\$ 64.60	\$ 66.54	\$ 68.53	\$ 70.59	\$ 72.71	\$ 74.89	\$ 77.13	\$ 79.45	\$ 81.83
MAC	7251	Regional Projects Manager	MONTHLY	\$ 10,871.31	\$ 11,197.45	\$ 11,533.37	\$ 11,879.37	\$ 12,235.75	\$ 12,602.82	\$ 12,980.91	\$ 13,370.34	\$ 13,771.45	\$ 14,184.59
MAC	7251	Regional Projects Manager	ANNUAL	\$ 130,455.68	\$ 134,369.34	\$ 138,400.43	\$ 142,552.43	\$ 146,829.01	\$ 151,233.88	\$ 155,770.89	\$ 160,444.02	\$ 165,257.34	\$ 170,215.07
MAC	7243	Resilience and Technology Officer	HOURLY	\$ 61.14	\$ 62.98	\$ 64.87	\$ 66.81	\$ 68.82	\$ 70.88	\$ 73.01	\$ 75.20	\$ 77.46	\$ 79.78
MAC	7243	Resilience and Technology Officer	MONTHLY	\$ 10,598.82	\$ 10,916.75	\$ 11,244.27	\$ 11,581.67	\$ 11,929.04	\$ 12,286.98	\$ 12,655.59	\$ 13,035.25	\$ 13,426.25	\$ 13,829.09
MAC	7243	Resilience and Technology Officer	ANNUAL	\$ 127,185.87	\$ 131,001.04	\$ 134,931.24	\$ 138,980.02	\$ 143,148.52	\$ 147,443.81	\$ 151,867.05	\$ 156,422.94	\$ 161,115.01	\$ 165,949.13
MAC	7703	Safety & Risk Management Analyst	HOURLY	\$ 42.20	\$ 43.47	\$ 44.77	\$ 46.12	\$ 47.50	\$ 48.93	\$ 50.39	\$ 51.91	\$ 53.46	\$ 55.07
MAC	7703	Safety & Risk Management Analyst	MONTHLY	\$ 7,315.68	\$ 7,535.15	\$ 7,761.20	\$ 7,994.04	\$ 8,233.86	\$ 8,480.87	\$ 8,735.30	\$ 8,997.36	\$ 9,267.28	\$ 9,545.30
MAC	7703	Safety & Risk Management Analyst	ANNUAL	\$ 87,788.13	\$ 90,421.76	\$ 93,134.42	\$ 95,928.46	\$ 98,806.32	\$ 101,770.49	\$ 104,823.61	\$ 107,968.32	\$ 111,207.38	\$ 114,543.58
MAC	7717	Safety & Training Coordinator	HOURLY	\$ 39.92	\$ 41.11	\$ 42.35	\$ 43.62	\$ 44.93	\$ 46.27	\$ 47.66	\$ 49.09	\$ 50.57	\$ 52.08
MAC	7717	Safety & Training Coordinator	MONTHLY	\$ 6,919.14	\$ 7,126.71	\$ 7,340.51	\$ 7,560.73	\$ 7,787.55	\$ 8,021.18	\$ 8,261.81	\$ 8,509.67	\$ 8,764.96	\$ 9,027.91
MAC	7717	Safety & Training Coordinator	ANNUAL	\$ 83,029.66	\$ 85,520.55	\$ 88,086.16	\$ 90,728.75	\$ 93,450.61	\$ 96,254.13	\$ 99,141.75	\$ 102,116.01	\$ 105,179.47	\$ 108,334.87
MAC	7208	Senior Assistant City Attorney	HOURLY	\$ 65.27	\$ 67.23	\$ 69.24	\$ 71.32	\$ 73.46	\$ 75.66	\$ 77.93	\$ 80.27	\$ 82.68	\$ 85.16
MAC	7208	Senior Assistant City Attorney	MONTHLY	\$ 11,313.46	\$ 11,652.86	\$ 12,002.45	\$ 12,362.52	\$ 12,733.40	\$ 13,115.40	\$ 13,508.86	\$ 13,914.13	\$ 14,331.55	\$ 14,761.50
MAC	7208	Senior Assistant City Attorney	ANNUAL	\$ 135,761.52	\$ 139,834.37	\$ 144,029.40	\$ 148,350.28	\$ 152,800.78	\$ 157,384.81	\$ 162,106.36	\$ 166,969.55	\$ 171,978.63	\$ 177,137.99
MAC	7700	Senior Financial Analyst	HOURLY	\$ 46.22	\$ 47.61	\$ 49.04	\$ 50.51	\$ 52.02	\$ 53.58	\$ 55.19	\$ 56.85	\$ 58.55	\$ 60.31
MAC	7700	Senior Financial Analyst	MONTHLY	\$ 8,012.02	\$ 8,252.38	\$ 8,499.95	\$ 8,754.95	\$ 9,017.60	\$ 9,288.13	\$ 9,566.77	\$ 9,853.77	\$ 10,149.39	\$ 10,453.87
MAC	7700	Senior Financial Analyst	ANNUAL	\$ 96,144.22	\$ 99,028.55	\$ 101,999.41	\$ 105,059.39	\$ 108,211.18	\$ 111,457.51	\$ 114,801.24	\$ 118,245.27	\$ 121,792.63	\$ 125,446.41
MAC	7701	Senior Human Resources Analyst	HOURLY	\$ 44.88	\$ 46.23	\$ 47.61	\$ 49.04	\$ 50.51	\$ 52.03	\$ 53.59	\$ 55.20	\$ 56.85	\$ 58.56
MAC	7701	Senior Human Resources Analyst	MONTHLY	\$ 7,779.41	\$ 8,012.80	\$ 8,253.18	\$ 8,500.78	\$ 8,755.80	\$ 9,018.47	\$ 9,289.03	\$ 9,567.70	\$ 9,854.73	\$ 10,150.37
MAC	7701	Senior Human Resources Analyst	ANNUAL	\$ 93,352.96	\$ 96,153.55	\$ 99,038.16	\$ 102,009.30	\$ 105,069.59	\$ 108,221.68	\$ 111,468.32	\$ 114,812.37	\$ 118,256.74	\$ 121,804.45
MAC	7408	Service Desk Supervisor - DO NOT USE	HOURLY										
MAC	7408	Service Desk Supervisor - DO NOT USE	MONTHLY										
MAC	7408	Service Desk Supervisor - DO NOT USE	ANNUAL										
MAC	7410	Solid Waste Program Supervisor	HOURLY	\$ 48.64	\$ 50.10	\$ 51.60	\$ 53.15	\$ 54.74	\$ 56.39	\$ 58.08	\$ 59.82	\$ 61.61	\$ 63.46
MAC	7410	Solid Waste Program Supervisor	MONTHLY	\$ 8,431.06	\$ 8,684.00	\$ 8,944.52	\$ 9,212.85	\$ 9,489.24	\$ 9,773.92	\$ 10,067.13	\$ 10,369.15	\$ 10,680.22	\$ 11,000.63
MAC	7410	Solid Waste Program Supervisor	ANNUAL	\$ 101,172.77	\$ 104,207.97	\$ 107,334.19	\$ 110,554.23	\$ 113,870.86	\$ 117,286.98	\$ 120,805.58	\$ 124,429.75	\$ 128,162.64	\$ 132,007.52
MAC	7407	Stormwater Supervisor	HOURLY	\$ 52.91	\$ 54.50	\$ 56.13	\$ 57.82	\$ 59.55	\$ 61.34	\$ 63.18	\$ 65.07	\$ 67.03	\$ 69.04
MAC	7407	Stormwater Supervisor	MONTHLY	\$ 9,171.74	\$ 9,446.89	\$ 9,730.30	\$ 10,022.20	\$ 10,322.87	\$ 10,632.56	\$ 10,951.53	\$ 11,280.08	\$ 11,618.48	\$ 11,967.04
MAC	7407	Stormwater Supervisor	ANNUAL	\$ 110,060.82	\$ 113,362.66	\$ 116,763.54	\$ 120,266.44	\$ 123,874.44	\$ 127,590.67	\$ 131,418.38	\$ 135,360.93	\$ 139,421.77	\$ 143,604.42
MAC	7232	Stormwater/Sewer Div. Manager	HOURLY	\$ 53.44	\$ 55.04	\$ 56.69	\$ 58.39	\$ 60.15	\$ 61.95	\$ 63.81	\$ 65.72	\$ 67.70	\$ 69.73
MAC	7232	Stormwater/Sewer Div. Manager	MONTHLY	\$ 9,263.22	\$ 9,541.12	\$ 9,827.35	\$ 10,122.17	\$ 10,425.84	\$ 10,738.61	\$ 11,060.77	\$ 11,392.59	\$ 11,734.37	\$ 12,086.40
MAC	7232	Stormwater/Sewer Div. Manager	ANNUAL	\$ 111,158.66	\$ 114,493.42	\$ 117,928.21	\$ 121,466.06	\$ 125,110.04	\$ 128,863.35	\$ 132,729.25	\$ 136,711.11	\$ 140,812.45	\$ 145,036.83
MAC	7227	Streets and Grounds Manager	HOURLY	\$ 53.44	\$ 55.04	\$ 56.69	\$ 58.39	\$ 60.15	\$ 61.95	\$ 63.81	\$ 65.72	\$ 67.70	\$ 69.73
MAC	7227	Streets and Grounds Manager	MONTHLY	\$ 9,263.22	\$ 9,541.12	\$ 9,827.35	\$ 10,122.17	\$ 10,425.84	\$ 10,738.61	\$ 11,060.77	\$ 11,392.59	\$ 11,734.37	\$ 12,086.40
MAC	7227	Streets and Grounds Manager	ANNUAL	\$ 111,158.66	\$ 114,493.42	\$ 117,928.21	\$ 121,466.06	\$ 125,110.04	\$ 128,863.35	\$ 132,729.25	\$ 136,711.11	\$ 140,812.45	\$ 145,036.83
MAC	7416	Streets and Grounds Supervisor	HOURLY	\$ 48.64	\$ 50.10	\$ 51.60	\$ 53.15	\$ 54.74	\$ 56.39	\$ 58.08	\$ 59.82	\$ 61.61	\$ 63.46
MAC	7416	Streets and Grounds Supervisor	MONTHLY	\$ 8,431.06	\$ 8,684.00	\$ 8,944.52	\$ 9,212.85	\$ 9,489.24	\$ 9,773.92	\$ 10,067.13	\$ 10,369.15	\$ 10,680.22	\$ 11,000.63
MAC	7416	Streets and Grounds Supervisor	ANNUAL	\$ 101,172.77	\$ 104,207.97	\$ 107,334.19	\$ 110,554.23	\$ 113,870.86	\$ 117,286.98	\$ 120,805.58	\$ 124,429.75	\$ 128,162.64	\$ 132,007.52
MAC	7400	Surface Water Engineering Supervisor	HOURLY	\$ 56.04	\$ 57.72	\$ 59.45	\$ 61.24	\$ 63.07	\$ 64.96	\$ 66.91	\$ 68.92	\$ 70.99	\$ 73.12
MAC	7400	Surface Water Engineering Supervisor	MONTHLY	\$ 9,713.76	\$ 10,005.18	\$ 10,305.33	\$ 10,614.49	\$ 10,932.93	\$ 11,260.91	\$ 11,598.74	\$ 11,946.70	\$ 12,305.10	\$ 12,674.26
MAC	7400	Surface Water Engineering Supervisor	ANNUAL	\$ 116,565.16	\$ 120,062.10	\$ 123,663.97	\$ 127,373.88	\$ 131,195.11	\$ 135,130.96	\$ 139,184.89	\$ 143,360.44	\$ 147,661.24	\$ 152,091.08
MAC	7250	Surface Water Manager	HOURLY	\$ 63.80	\$ 65.72	\$ 67.69	\$ 69.72	\$ 71.81	\$ 73.96	\$ 76.18	\$ 78.47	\$ 80.82	\$ 83.25
MAC	7250	Surface Water Manager	MONTHLY	\$ 11,059.32	\$ 11,391.09	\$ 11,732.83	\$ 12,084.81	\$ 12,447.36	\$ 12,820.78	\$ 13,205.40	\$ 13,601.56	\$ 14,009.61	\$ 14,429.90
MAC	7250	Surface Water Manager	ANNUAL	\$ 132,711.78	\$ 136,693.13	\$ 140,793.92	\$ 145,017.74	\$ 149,368.27	\$ 153,849.32	\$ 158,464.80	\$ 163,218.75	\$ 168,115.31	\$ 173,158.77
MAC	7432	Surface Water Planning Supervisor	HOURLY	\$ 52.94	\$ 54.53	\$ 56.16	\$ 57.85	\$ 59.58	\$ 61.37	\$ 63.21	\$ 65.11	\$ 67.06	\$ 69.07
MAC	7432	Surface Water Planning Supervisor	MONTHLY	\$ 9,176.61	\$ 9,451.91	\$ 9,735.47	\$ 10,027.53	\$ 10,328.36	\$ 10,638.21	\$ 10,957.36	\$ 11,286.08	\$ 11,624.66	\$ 11,973.40
MAC	7432	Surface Water Planning Supervisor	ANNUAL	\$ 110,119.34	\$ 113,422.93	\$ 116,825.61	\$ 120,330.38	\$ 123,940.30	\$ 127,658.50	\$ 131,488.26	\$ 135,432.91	\$ 139,495.89	\$ 143,680.77
MAC	7430	Transportation Engineering Supervisor	HOURLY	\$ 56.04	\$ 57.72	\$ 59.45	\$ 61.24	\$ 63.07	\$ 64.96	\$ 66.91	\$ 68.92	\$ 70.99	\$ 73.12
MAC	7430	Transportation Engineering Supervisor	MONTHLY	\$ 9,713.76	\$ 10,005.18	\$ 10,305.33	\$ 10,614.49	\$ 10,932.93	\$ 11,260.91	\$ 11,598.74	\$ 11,946.70	\$ 12,305.10	\$ 12,674.26
MAC	7430	Transportation Engineering Supervisor	ANNUAL	\$ 116,565.16	\$ 120,062.10	\$ 123,663.97	\$ 127,373.88	\$ 131,195.11	\$ 135,130.96	\$ 139,184.89	\$ 143,360.44	\$ 147,661.24	\$ 152,091.08

City of Kirkland  
2024 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	7219	Transportation Manager	HOURLY	\$ 63.80	\$ 65.72	\$ 67.69	\$ 69.72	\$ 71.81	\$ 73.96	\$ 76.18	\$ 78.47	\$ 80.82	\$ 83.25
MAC	7219	Transportation Manager	MONTHLY	\$ 11,059.32	\$ 11,391.09	\$ 11,732.83	\$ 12,084.81	\$ 12,447.36	\$ 12,820.78	\$ 13,205.40	\$ 13,601.56	\$ 14,009.61	\$ 14,429.90
MAC	7219	Transportation Manager	ANNUAL	\$ 132,711.78	\$ 136,693.13	\$ 140,793.92	\$ 145,017.74	\$ 149,368.27	\$ 153,849.32	\$ 158,464.80	\$ 163,218.75	\$ 168,115.31	\$ 173,158.77
MAC	7406	Transportation Op. Maint. Program Sup.	HOURLY	\$ 48.64	\$ 50.10	\$ 51.60	\$ 53.15	\$ 54.74	\$ 56.39	\$ 58.08	\$ 59.82	\$ 61.61	\$ 63.46
MAC	7406	Transportation Op. Maint. Program Sup.	MONTHLY	\$ 8,431.06	\$ 8,684.00	\$ 8,944.52	\$ 9,212.85	\$ 9,489.24	\$ 9,773.92	\$ 10,067.13	\$ 10,369.15	\$ 10,680.22	\$ 11,000.63
MAC	7406	Transportation Op. Maint. Program Sup.	ANNUAL	\$ 101,172.77	\$ 104,207.97	\$ 107,334.19	\$ 110,554.23	\$ 113,870.86	\$ 117,286.98	\$ 120,805.58	\$ 124,429.75	\$ 128,162.64	\$ 132,007.52
MAC	7225	Utility Operations Manager	HOURLY	\$ 57.63	\$ 59.35	\$ 61.14	\$ 62.97	\$ 64.86	\$ 66.80	\$ 68.81	\$ 70.87	\$ 73.00	\$ 75.19
MAC	7225	Utility Operations Manager	MONTHLY	\$ 9,988.86	\$ 10,288.52	\$ 10,597.18	\$ 10,915.09	\$ 11,242.55	\$ 11,579.82	\$ 11,927.22	\$ 12,285.03	\$ 12,653.59	\$ 13,033.19
MAC	7225	Utility Operations Manager	ANNUAL	\$ 119,866.28	\$ 123,462.27	\$ 127,166.13	\$ 130,981.12	\$ 134,910.55	\$ 138,957.87	\$ 143,126.61	\$ 147,420.40	\$ 151,843.02	\$ 156,398.31
MAC	7248	Utility Policy & Community Relations Supervisor	HOURLY	\$ 53.44	\$ 55.04	\$ 56.69	\$ 58.39	\$ 60.15	\$ 61.95	\$ 63.81	\$ 65.72	\$ 67.70	\$ 69.73
MAC	7248	Utility Policy & Community Relations Supervisor	MONTHLY	\$ 9,263.22	\$ 9,541.12	\$ 9,827.35	\$ 10,122.17	\$ 10,425.84	\$ 10,738.61	\$ 11,060.77	\$ 11,392.59	\$ 11,734.37	\$ 12,086.40
MAC	7248	Utility Policy & Community Relations Supervisor	ANNUAL	\$ 111,158.66	\$ 114,493.42	\$ 117,928.21	\$ 121,466.06	\$ 125,110.04	\$ 128,863.35	\$ 132,729.25	\$ 136,711.11	\$ 140,812.45	\$ 145,036.83
MAC	7403	Water and Wastewater Supervisor	HOURLY	\$ 52.91	\$ 54.50	\$ 56.13	\$ 57.82	\$ 59.55	\$ 61.34	\$ 63.18	\$ 65.07	\$ 67.03	\$ 69.04
MAC	7403	Water and Wastewater Supervisor	MONTHLY	\$ 9,171.74	\$ 9,446.89	\$ 9,730.30	\$ 10,022.20	\$ 10,322.87	\$ 10,632.56	\$ 10,951.53	\$ 11,280.08	\$ 11,618.48	\$ 11,967.04
MAC	7403	Water and Wastewater Supervisor	ANNUAL	\$ 110,060.82	\$ 113,362.66	\$ 116,763.54	\$ 120,266.44	\$ 123,874.44	\$ 127,590.67	\$ 131,418.38	\$ 135,360.93	\$ 139,421.77	\$ 143,604.42
MAC	7233	Water Division Manager	HOURLY	\$ 53.44	\$ 55.04	\$ 56.69	\$ 58.39	\$ 60.15	\$ 61.95	\$ 63.81	\$ 65.72	\$ 67.70	\$ 69.73
MAC	7233	Water Division Manager	MONTHLY	\$ 9,263.22	\$ 9,541.12	\$ 9,827.35	\$ 10,122.17	\$ 10,425.84	\$ 10,738.61	\$ 11,060.77	\$ 11,392.59	\$ 11,734.37	\$ 12,086.40
MAC	7233	Water Division Manager	ANNUAL	\$ 111,158.66	\$ 114,493.42	\$ 117,928.21	\$ 121,466.06	\$ 125,110.04	\$ 128,863.35	\$ 132,729.25	\$ 136,711.11	\$ 140,812.45	\$ 145,036.83