

Effective 1/1/2025
2.5% + 1.1% COLA (LOA)

City of Kirkland
2025 Teamsters Salary Table

Bargaining Unit	Job Class	Job Title	Rate	Pay Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
					12 mo	12 mo	12 mo	12 mo	12 mo	12 mo
TEAM	2016	Traffic Signal Technician 3	HOURLY	9	\$ 49.51	\$ 50.75	\$ 52.05	\$ 54.10	\$ 56.28	\$ 56.28
TEAM	2016	Traffic Signal Technician 3	MONTHLY	9	\$ 8,582.18	\$ 8,797.20	\$ 9,021.60	\$ 9,376.84	\$ 9,754.80	\$ 9,754.80
TEAM	2016	Traffic Signal Technician 3	ANNUAL	9	\$ 102,986.16	\$ 105,566.40	\$ 108,259.20	\$ 112,522.08	\$ 117,057.60	\$ 117,057.60
TEAM	2001	Leadperson	HOURLY	8	\$ 44.58	\$ 46.91	\$ 49.81	\$ 51.58	\$ 53.63	\$ 53.63
TEAM	2001	Leadperson	MONTHLY	8	\$ 7,728.10	\$ 8,131.18	\$ 8,634.48	\$ 8,941.44	\$ 9,295.76	\$ 9,295.76
TEAM	2001	Leadperson	ANNUAL	8	\$ 92,737.20	\$ 97,574.16	\$ 103,613.76	\$ 107,297.28	\$ 111,549.12	\$ 111,549.12
TEAM	2020	Mechanic 3	HOURLY	8	\$ 44.58	\$ 46.91	\$ 49.81	\$ 51.58	\$ 53.63	\$ 53.63
TEAM	2020	Mechanic 3	MONTHLY	8	\$ 7,728.10	\$ 8,131.18	\$ 8,634.48	\$ 8,941.44	\$ 9,295.76	\$ 9,295.76
TEAM	2020	Mechanic 3	ANNUAL	8	\$ 92,737.20	\$ 97,574.16	\$ 103,613.76	\$ 107,297.28	\$ 111,549.12	\$ 111,549.12
TEAM	2003	Traffic Signal Technician 2	HOURLY	8	\$ 44.58	\$ 46.91	\$ 49.81	\$ 51.58	\$ 53.63	\$ 53.63
TEAM	2003	Traffic Signal Technician 2	MONTHLY	8	\$ 7,728.10	\$ 8,131.18	\$ 8,634.48	\$ 8,941.44	\$ 9,295.76	\$ 9,295.76
TEAM	2003	Traffic Signal Technician 2	ANNUAL	8	\$ 92,737.20	\$ 97,574.16	\$ 103,613.76	\$ 107,297.28	\$ 111,549.12	\$ 111,549.12
TEAM	2004	Emergency Vehicle Technician	HOURLY	7	\$ 41.83	\$ 44.01	\$ 46.74	\$ 48.40	\$ 50.32	\$ 50.32
TEAM	2004	Emergency Vehicle Technician	MONTHLY	7	\$ 7,251.04	\$ 7,629.26	\$ 8,101.68	\$ 8,389.52	\$ 8,721.94	\$ 8,721.94
TEAM	2004	Emergency Vehicle Technician	ANNUAL	7	\$ 87,012.48	\$ 91,551.12	\$ 97,220.16	\$ 100,674.24	\$ 104,663.28	\$ 104,663.28
TEAM	2017	Facilities Services Technician 3	HOURLY	6	\$ 38.81	\$ 40.00	\$ 42.05	\$ 43.73	\$ 45.45	\$ 47.27
TEAM	2017	Facilities Services Technician 3	MONTHLY	6	\$ 6,727.76	\$ 6,934.22	\$ 7,289.16	\$ 7,579.60	\$ 7,879.06	\$ 8,194.00
TEAM	2017	Facilities Services Technician 3	ANNUAL	6	\$ 80,733.12	\$ 83,210.64	\$ 87,469.92	\$ 90,955.20	\$ 94,548.72	\$ 98,328.00
TEAM	2006	Field Arborist	HOURLY	6	\$ 38.81	\$ 40.00	\$ 42.05	\$ 43.73	\$ 45.45	\$ 47.27
TEAM	2006	Field Arborist	MONTHLY	6	\$ 6,727.76	\$ 6,934.22	\$ 7,289.16	\$ 7,579.60	\$ 7,879.06	\$ 8,194.00
TEAM	2006	Field Arborist	ANNUAL	6	\$ 80,733.12	\$ 83,210.64	\$ 87,469.92	\$ 90,955.20	\$ 94,548.72	\$ 98,328.00
TEAM	2008	Mechanic 2	HOURLY	6	\$ 38.81	\$ 40.00	\$ 42.05	\$ 43.73	\$ 45.45	\$ 47.27
TEAM	2008	Mechanic 2	MONTHLY	6	\$ 6,727.76	\$ 6,934.22	\$ 7,289.16	\$ 7,579.60	\$ 7,879.06	\$ 8,194.00
TEAM	2008	Mechanic 2	ANNUAL	6	\$ 80,733.12	\$ 83,210.64	\$ 87,469.92	\$ 90,955.20	\$ 94,548.72	\$ 98,328.00
TEAM	2010	Senior Craftsperson	HOURLY	6	\$ 38.81	\$ 40.00	\$ 42.05	\$ 43.73	\$ 45.45	\$ 47.27
TEAM	2010	Senior Craftsperson	MONTHLY	6	\$ 6,727.76	\$ 6,934.22	\$ 7,289.16	\$ 7,579.60	\$ 7,879.06	\$ 8,194.00
TEAM	2010	Senior Craftsperson	ANNUAL	6	\$ 80,733.12	\$ 83,210.64	\$ 87,469.92	\$ 90,955.20	\$ 94,548.72	\$ 98,328.00
TEAM	2011	Senior Groundsperson	HOURLY	6	\$ 38.81	\$ 40.00	\$ 42.05	\$ 43.73	\$ 45.45	\$ 47.27
TEAM	2011	Senior Groundsperson	MONTHLY	6	\$ 6,727.76	\$ 6,934.22	\$ 7,289.16	\$ 7,579.60	\$ 7,879.06	\$ 8,194.00
TEAM	2011	Senior Groundsperson	ANNUAL	6	\$ 80,733.12	\$ 83,210.64	\$ 87,469.92	\$ 90,955.20	\$ 94,548.72	\$ 98,328.00
TEAM	2012	Senior Maintenance	HOURLY	6	\$ 38.81	\$ 40.00	\$ 42.05	\$ 43.73	\$ 45.45	\$ 47.27
TEAM	2012	Senior Maintenance	MONTHLY	6	\$ 6,727.76	\$ 6,934.22	\$ 7,289.16	\$ 7,579.60	\$ 7,879.06	\$ 8,194.00
TEAM	2012	Senior Maintenance	ANNUAL	6	\$ 80,733.12	\$ 83,210.64	\$ 87,469.92	\$ 90,955.20	\$ 94,548.72	\$ 98,328.00
TEAM	2000	Traffic Signal Technician 1	HOURLY	6	\$ 38.81	\$ 40.00	\$ 42.05	\$ 43.73	\$ 45.45	\$ 47.27
TEAM	2000	Traffic Signal Technician 1	MONTHLY	6	\$ 6,727.76	\$ 6,934.22	\$ 7,289.16	\$ 7,579.60	\$ 7,879.06	\$ 8,194.00
TEAM	2000	Traffic Signal Technician 1	ANNUAL	6	\$ 80,733.12	\$ 83,210.64	\$ 87,469.92	\$ 90,955.20	\$ 94,548.72	\$ 98,328.00

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2025 Teamsters Salary Table

TEAM	2013	Yard Maintenance/Inventory Control	HOURLY	6	\$ 38.81	\$ 40.00	\$ 42.05	\$ 43.73	\$ 45.45	\$ 47.27
TEAM	2013	Yard Maintenance/Inventory Control	MONTHLY	6	\$ 6,727.76	\$ 6,934.22	\$ 7,289.16	\$ 7,579.60	\$ 7,879.06	\$ 8,194.00
TEAM	2013	Yard Maintenance/Inventory Control	ANNUAL	6	\$ 80,733.12	\$ 83,210.64	\$ 87,469.92	\$ 90,955.20	\$ 94,548.72	\$ 98,328.00
TEAM	2007	Facilities Services Technician 2	HOURLY	5	\$ 37.86	\$ 39.02	\$ 40.99	\$ 42.63	\$ 44.34	\$ 46.11
TEAM	2007	Facilities Services Technician 2	MONTHLY	5	\$ 6,562.74	\$ 6,764.16	\$ 7,104.92	\$ 7,390.22	\$ 7,685.80	\$ 7,993.04
TEAM	2007	Facilities Services Technician 2	ANNUAL	5	\$ 78,752.88	\$ 81,169.92	\$ 85,259.04	\$ 88,682.64	\$ 92,229.60	\$ 95,916.48
TEAM	2002	Mechanic 1	HOURLY	4	\$ 36.30	\$ 37.58	\$ 38.87	\$ 40.14	\$ 41.42	\$ 42.70
TEAM	2002	Mechanic 1	MONTHLY	4	\$ 6,291.56	\$ 6,514.48	\$ 6,737.38	\$ 6,957.64	\$ 7,180.58	\$ 7,402.16
TEAM	2002	Mechanic 1	ANNUAL	4	\$ 75,498.72	\$ 78,173.76	\$ 80,848.56	\$ 83,491.68	\$ 86,166.96	\$ 88,825.92
TEAM	2014	Utility Craftsperson	HOURLY	4	\$ 36.30	\$ 37.58	\$ 38.87	\$ 40.14	\$ 41.42	\$ 42.70
TEAM	2014	Utility Craftsperson	MONTHLY	4	\$ 6,291.56	\$ 6,514.48	\$ 6,737.38	\$ 6,957.64	\$ 7,180.58	\$ 7,402.16
TEAM	2014	Utility Craftsperson	ANNUAL	4	\$ 75,498.72	\$ 78,173.76	\$ 80,848.56	\$ 83,491.68	\$ 86,166.96	\$ 88,825.92
TEAM	2005	Facilities Services Technician 1	HOURLY	3	\$ 32.49	\$ 34.04	\$ 35.66	\$ 37.38	\$ 39.15	\$ 40.72
TEAM	2005	Facilities Services Technician 1	MONTHLY	3	\$ 5,631.32	\$ 5,900.58	\$ 6,180.74	\$ 6,479.92	\$ 6,785.86	\$ 7,057.88
TEAM	2005	Facilities Services Technician 1	ANNUAL	3	\$ 67,575.84	\$ 70,806.96	\$ 74,168.88	\$ 77,759.04	\$ 81,430.32	\$ 84,694.56
TEAM	2024	Fleet Parts Specialist	HOURLY	2	\$ 31.17	\$ 32.66	\$ 34.21	\$ 35.86	\$ 37.56	\$ 39.06
TEAM	2024	Fleet Parts Specialist	MONTHLY	2	\$ 5,402.38	\$ 5,660.72	\$ 5,929.48	\$ 6,216.50	\$ 6,510.02	\$ 6,770.98
TEAM	2024	Fleet Parts Specialist	ANNUAL	2	\$ 64,828.56	\$ 67,928.64	\$ 71,153.76	\$ 74,598.00	\$ 78,120.24	\$ 81,251.76
TEAM	2019	Groundsperson	HOURLY	2	\$ 31.17	\$ 32.66	\$ 34.21	\$ 35.86	\$ 37.56	\$ 39.06
TEAM	2019	Groundsperson	MONTHLY	2	\$ 5,402.38	\$ 5,660.72	\$ 5,929.48	\$ 6,216.50	\$ 6,510.02	\$ 6,770.98
TEAM	2019	Groundsperson	ANNUAL	2	\$ 64,828.56	\$ 67,928.64	\$ 71,153.76	\$ 74,598.00	\$ 78,120.24	\$ 81,251.76
TEAM	2023	Park Ranger	HOURLY	2	\$ 31.17	\$ 32.66	\$ 34.21	\$ 35.86	\$ 37.56	\$ 39.06
TEAM	2023	Park Ranger	MONTHLY	2	\$ 5,402.38	\$ 5,660.72	\$ 5,929.48	\$ 6,216.50	\$ 6,510.02	\$ 6,770.98
TEAM	2023	Park Ranger	ANNUAL	2	\$ 64,828.56	\$ 67,928.64	\$ 71,153.76	\$ 74,598.00	\$ 78,120.24	\$ 81,251.76
TEAM	2021	Maintenance Worker	HOURLY	2	\$ 31.17	\$ 32.66	\$ 34.21	\$ 35.86	\$ 37.56	\$ 39.06
TEAM	2021	Maintenance Worker	MONTHLY	2	\$ 5,402.38	\$ 5,660.72	\$ 5,929.48	\$ 6,216.50	\$ 6,510.02	\$ 6,770.98
TEAM	2021	Maintenance Worker	ANNUAL	2	\$ 64,828.56	\$ 67,928.64	\$ 71,153.76	\$ 74,598.00	\$ 78,120.24	\$ 81,251.76