

Effective 1/1/2026

2.7% COLA

City of Kirkland
2026 Teamsters Salary Table

Bargaining Unit	Job Class	Job Title	Rate	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	\$ 51.75	\$ 53.05	\$ 54.40	\$ 56.54	\$ 58.82	
TEAM	2016	Traffic Signal Technician 3	MONTHLY	\$ 8,970.40	\$ 9,195.14	\$ 9,429.70	\$ 9,801.00	\$ 10,196.04	
TEAM	2016	Traffic Signal Technician 3	ANNUAL	\$ 107,644.80	\$ 110,341.68	\$ 113,156.40	\$ 117,612.00	\$ 122,352.48	
TEAM	2020	Mechanic 3	HOURLY	\$ 46.80	\$ 49.24	\$ 52.29	\$ 54.15	\$ 56.30	
TEAM	2020	Mechanic 3	MONTHLY	\$ 8,112.84	\$ 8,536.00	\$ 9,064.58	\$ 9,386.64	\$ 9,758.56	
TEAM	2020	Mechanic 3	ANNUAL	\$ 97,354.08	\$ 102,432.00	\$ 108,774.96	\$ 112,639.68	\$ 117,102.72	
TEAM	2001	Leadperson	HOURLY	\$ 45.79	\$ 48.18	\$ 51.16	\$ 52.98	\$ 55.08	
TEAM	2001	Leadperson	MONTHLY	\$ 7,936.78	\$ 8,350.72	\$ 8,867.60	\$ 9,182.86	\$ 9,546.74	
TEAM	2001	Leadperson	ANNUAL	\$ 95,241.36	\$ 100,208.64	\$ 106,411.20	\$ 110,194.32	\$ 114,560.88	
TEAM	2003	Traffic Signal Technician 2	HOURLY	\$ 45.79	\$ 48.18	\$ 51.16	\$ 52.98	\$ 55.08	
TEAM	2003	Traffic Signal Technician 2	MONTHLY	\$ 7,936.78	\$ 8,350.72	\$ 8,867.60	\$ 9,182.86	\$ 9,546.74	
TEAM	2003	Traffic Signal Technician 2	ANNUAL	\$ 95,241.36	\$ 100,208.64	\$ 106,411.20	\$ 110,194.32	\$ 114,560.88	
TEAM	2004	Emergency Vehicle Technician	HOURLY	\$ 44.87	\$ 47.21	\$ 50.14	\$ 51.92	\$ 53.97	
TEAM	2004	Emergency Vehicle Technician	MONTHLY	\$ 7,778.14	\$ 8,183.86	\$ 8,690.62	\$ 8,999.38	\$ 9,355.98	
TEAM	2004	Emergency Vehicle Technician	ANNUAL	\$ 93,337.68	\$ 98,206.32	\$ 104,287.44	\$ 107,992.56	\$ 112,271.76	
TEAM	2008	Mechanic 2	HOURLY	\$ 42.12	\$ 43.42	\$ 45.64	\$ 47.46	\$ 49.33	\$ 51.30
TEAM	2008	Mechanic 2	MONTHLY	\$ 7,301.50	\$ 7,525.56	\$ 7,910.78	\$ 8,225.98	\$ 8,550.98	\$ 8,892.80
TEAM	2008	Mechanic 2	ANNUAL	\$ 87,618.00	\$ 90,306.72	\$ 94,929.36	\$ 98,711.76	\$ 102,611.76	\$ 106,713.60
TEAM	2006	Field Arborist	HOURLY	\$ 41.06	\$ 42.32	\$ 44.48	\$ 46.25	\$ 48.08	\$ 50.00
TEAM	2006	Field Arborist	MONTHLY	\$ 7,116.70	\$ 7,335.10	\$ 7,710.52	\$ 8,017.78	\$ 8,334.56	\$ 8,667.70
TEAM	2006	Field Arborist	ANNUAL	\$ 85,400.40	\$ 88,021.20	\$ 92,526.24	\$ 96,213.36	\$ 100,014.72	\$ 104,012.40
TEAM	2017	Facilities Services Technician 3	HOURLY	\$ 39.86	\$ 41.08	\$ 43.19	\$ 44.91	\$ 46.68	\$ 48.55
TEAM	2017	Facilities Services Technician 3	MONTHLY	\$ 6,909.40	\$ 7,121.44	\$ 7,485.96	\$ 7,784.24	\$ 8,091.80	\$ 8,415.24
TEAM	2017	Facilities Services Technician 3	ANNUAL	\$ 82,912.80	\$ 85,457.28	\$ 89,831.52	\$ 93,410.88	\$ 97,101.60	\$ 100,982.88
TEAM	2010	Senior Craftsperson	HOURLY	\$ 39.86	\$ 41.08	\$ 43.19	\$ 44.91	\$ 46.68	\$ 48.55
TEAM	2010	Senior Craftsperson	MONTHLY	\$ 6,909.40	\$ 7,121.44	\$ 7,485.96	\$ 7,784.24	\$ 8,091.80	\$ 8,415.24
TEAM	2010	Senior Craftsperson	ANNUAL	\$ 82,912.80	\$ 85,457.28	\$ 89,831.52	\$ 93,410.88	\$ 97,101.60	\$ 100,982.88
TEAM	2011	Senior Groundsperson	HOURLY	\$ 39.86	\$ 41.08	\$ 43.19	\$ 44.91	\$ 46.68	\$ 48.55
TEAM	2011	Senior Groundsperson	MONTHLY	\$ 6,909.40	\$ 7,121.44	\$ 7,485.96	\$ 7,784.24	\$ 8,091.80	\$ 8,415.24
TEAM	2011	Senior Groundsperson	ANNUAL	\$ 82,912.80	\$ 85,457.28	\$ 89,831.52	\$ 93,410.88	\$ 97,101.60	\$ 100,982.88
TEAM	2012	Senior Maintenance	HOURLY	\$ 39.86	\$ 41.08	\$ 43.19	\$ 44.91	\$ 46.68	\$ 48.55
TEAM	2012	Senior Maintenance	MONTHLY	\$ 6,909.40	\$ 7,121.44	\$ 7,485.96	\$ 7,784.24	\$ 8,091.80	\$ 8,415.24
TEAM	2012	Senior Maintenance	ANNUAL	\$ 82,912.80	\$ 85,457.28	\$ 89,831.52	\$ 93,410.88	\$ 97,101.60	\$ 100,982.88
TEAM	2000	Traffic Signal Technician 1	HOURLY	\$ 39.86	\$ 41.08	\$ 43.19	\$ 44.91	\$ 46.68	\$ 48.55

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TEAM	2000	Traffic Signal Technician 1	MONTHLY	\$ 6,909.40	\$ 7,121.44	\$ 7,485.96	\$ 7,784.24	\$ 8,091.80	\$ 8,415.24
TEAM	2000	Traffic Signal Technician 1	ANNUAL	\$ 82,912.80	\$ 85,457.28	\$ 89,831.52	\$ 93,410.88	\$ 97,101.60	\$ 100,982.88
TEAM	2013	Yard & Inventory Control Specialist	HOURLY	\$ 39.86	\$ 41.08	\$ 43.19	\$ 44.91	\$ 46.68	\$ 48.55
TEAM	2013	Yard & Inventory Control Specialist	MONTHLY	\$ 6,909.40	\$ 7,121.44	\$ 7,485.96	\$ 7,784.24	\$ 8,091.80	\$ 8,415.24
TEAM	2013	Yard & Inventory Control Specialist	ANNUAL	\$ 82,912.80	\$ 85,457.28	\$ 89,831.52	\$ 93,410.88	\$ 97,101.60	\$ 100,982.88
TEAM	2007	Facilities Services Technician 2	HOURLY	\$ 38.88	\$ 40.08	\$ 42.10	\$ 43.79	\$ 45.54	\$ 47.36
TEAM	2007	Facilities Services Technician 2	MONTHLY	\$ 6,739.92	\$ 6,946.80	\$ 7,296.76	\$ 7,589.74	\$ 7,893.34	\$ 8,208.84
TEAM	2007	Facilities Services Technician 2	ANNUAL	\$ 80,879.04	\$ 83,361.60	\$ 87,561.12	\$ 91,076.88	\$ 94,720.08	\$ 98,506.08
TEAM	2002	Mechanic 1	HOURLY	\$ 37.28	\$ 38.60	\$ 39.92	\$ 41.22	\$ 42.54	\$ 43.86
TEAM	2002	Mechanic 1	MONTHLY	\$ 6,461.44	\$ 6,690.36	\$ 6,919.28	\$ 7,145.50	\$ 7,374.46	\$ 7,602.02
TEAM	2002	Mechanic 1	ANNUAL	\$ 77,537.28	\$ 80,284.32	\$ 83,031.36	\$ 85,746.00	\$ 88,493.52	\$ 91,224.24
TEAM	2014	Utility Craftsperson	HOURLY	\$ 37.28	\$ 38.60	\$ 39.92	\$ 41.22	\$ 42.54	\$ 43.86
TEAM	2014	Utility Craftsperson	MONTHLY	\$ 6,461.44	\$ 6,690.36	\$ 6,919.28	\$ 7,145.50	\$ 7,374.46	\$ 7,602.02
TEAM	2014	Utility Craftsperson	ANNUAL	\$ 77,537.28	\$ 80,284.32	\$ 83,031.36	\$ 85,746.00	\$ 88,493.52	\$ 91,224.24
TEAM	2005	Facilities Services Technician 1	HOURLY	\$ 33.36	\$ 34.96	\$ 36.62	\$ 38.39	\$ 40.20	\$ 41.82
TEAM	2005	Facilities Services Technician 1	MONTHLY	\$ 5,783.36	\$ 6,059.90	\$ 6,347.62	\$ 6,654.86	\$ 6,969.08	\$ 7,248.46
TEAM	2005	Facilities Services Technician 1	ANNUAL	\$ 69,400.32	\$ 72,718.80	\$ 76,171.44	\$ 79,858.32	\$ 83,628.96	\$ 86,981.52
TEAM	2021	Maintenance Worker	HOURLY	\$ 33.19	\$ 34.78	\$ 36.43	\$ 38.20	\$ 40.00	\$ 41.60
TEAM	2021	Maintenance Worker	MONTHLY	\$ 5,753.96	\$ 6,029.10	\$ 6,315.34	\$ 6,621.04	\$ 6,933.66	\$ 7,211.60
TEAM	2021	Maintenance Worker	ANNUAL	\$ 69,047.52	\$ 72,349.20	\$ 75,784.08	\$ 79,452.48	\$ 83,203.92	\$ 86,539.20
TEAM	2019	Groundsperson	HOURLY	\$ 33.10	\$ 34.69	\$ 36.33	\$ 38.09	\$ 39.89	\$ 41.49
TEAM	2019	Groundsperson	MONTHLY	\$ 5,738.38	\$ 6,012.76	\$ 6,298.24	\$ 6,603.12	\$ 6,914.92	\$ 7,192.08
TEAM	2019	Groundsperson	ANNUAL	\$ 68,860.56	\$ 72,153.12	\$ 75,578.88	\$ 79,237.44	\$ 82,979.04	\$ 86,304.96
TEAM	2024	Fleet Parts Specialist	HOURLY	\$ 32.01	\$ 33.54	\$ 35.13	\$ 36.83	\$ 38.57	\$ 40.12
TEAM	2024	Fleet Parts Specialist	MONTHLY	\$ 5,548.24	\$ 5,813.54	\$ 6,089.58	\$ 6,384.34	\$ 6,685.80	\$ 6,953.82
TEAM	2024	Fleet Parts Specialist	ANNUAL	\$ 66,578.88	\$ 69,762.48	\$ 73,074.96	\$ 76,612.08	\$ 80,229.60	\$ 83,445.84
TEAM	2023	Park Ranger	HOURLY	\$ 32.01	\$ 33.54	\$ 35.13	\$ 36.83	\$ 38.57	\$ 40.12
TEAM	2023	Park Ranger	MONTHLY	\$ 5,548.24	\$ 5,813.54	\$ 6,089.58	\$ 6,384.34	\$ 6,685.80	\$ 6,953.82
TEAM	2023	Park Ranger	ANNUAL	\$ 66,578.88	\$ 69,762.48	\$ 73,074.96	\$ 76,612.08	\$ 80,229.60	\$ 83,445.84