

City of Kirkland  
2025 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	\$ 43.97	\$ 45.27	\$ 46.56	\$ 49.14	\$ 51.73
AFSC	1032	Accountant	E	MONTHLY	\$ 7,621.44	\$ 7,846.68	\$ 8,070.38	\$ 8,517.81	\$ 8,966.76
AFSC	1032	Accountant	E	ANNUAL	\$ 91,457.28	\$ 94,160.11	\$ 96,844.59	\$ 102,213.75	\$ 107,601.06
AFSC	1549	Accounting Support Associate IV	N	HOURLY	\$ 34.43	\$ 35.44	\$ 36.45	\$ 38.48	\$ 40.50
AFSC	1549	Accounting Support Associate IV	N	MONTHLY	\$ 5,967.94	\$ 6,143.48	\$ 6,318.98	\$ 6,670.04	\$ 7,021.10
AFSC	1549	Accounting Support Associate IV	N	ANNUAL	\$ 71,615.28	\$ 73,721.76	\$ 75,827.76	\$ 80,040.48	\$ 84,253.20
AFSC	1544	Administrative Assistant	N	HOURLY	\$ 37.82	\$ 38.93	\$ 40.04	\$ 42.26	\$ 44.48
AFSC	1544	Administrative Assistant	N	MONTHLY	\$ 6,554.98	\$ 6,747.58	\$ 6,940.24	\$ 7,325.58	\$ 7,710.90
AFSC	1544	Administrative Assistant	N	ANNUAL	\$ 78,659.76	\$ 80,970.96	\$ 83,282.88	\$ 87,906.96	\$ 92,530.80
AFSC	1564	Administrative Clerk/Receptionist	N	HOURLY	\$ 26.50	\$ 27.27	\$ 28.05	\$ 29.61	\$ 31.16
AFSC	1564	Administrative Clerk/Receptionist	N	MONTHLY	\$ 4,592.78	\$ 4,726.12	\$ 4,862.46	\$ 5,132.16	\$ 5,400.40
AFSC	1564	Administrative Clerk/Receptionist	N	ANNUAL	\$ 55,113.36	\$ 56,713.44	\$ 58,349.52	\$ 61,585.92	\$ 64,804.80
AFSC	1513	Applications Analyst	N	HOURLY	\$ 51.11	\$ 52.61	\$ 54.12	\$ 57.12	\$ 60.12
AFSC	1513	Applications Analyst	N	MONTHLY	\$ 8,858.86	\$ 9,118.74	\$ 9,380.38	\$ 9,901.88	\$ 10,421.28
AFSC	1513	Applications Analyst	N	ANNUAL	\$ 106,306.32	\$ 109,424.88	\$ 112,564.56	\$ 118,822.56	\$ 125,055.36
AFSC	1534	Assistant Planner	N	HOURLY	\$ 39.37	\$ 40.53	\$ 41.69	\$ 44.01	\$ 46.32
AFSC	1534	Assistant Planner	N	MONTHLY	\$ 6,824.62	\$ 7,024.70	\$ 7,226.26	\$ 7,627.94	\$ 8,029.54
AFSC	1534	Assistant Planner	N	ANNUAL	\$ 81,895.44	\$ 84,296.40	\$ 86,715.12	\$ 91,535.28	\$ 96,354.48
AFSC	1506	Associate Development Engineer	N	HOURLY	\$ 48.29	\$ 49.71	\$ 51.13	\$ 53.98	\$ 56.82
AFSC	1506	Associate Development Engineer	N	MONTHLY	\$ 8,370.20	\$ 8,617.42	\$ 8,863.34	\$ 9,356.50	\$ 9,848.32
AFSC	1506	Associate Development Engineer	N	ANNUAL	\$ 100,442.40	\$ 103,409.04	\$ 106,360.08	\$ 112,278.00	\$ 118,179.84
AFSC	1022	Associate Planner	E	HOURLY	\$ 47.33	\$ 48.73	\$ 50.12	\$ 52.90	\$ 55.69
AFSC	1022	Associate Planner	E	MONTHLY	\$ 8,204.75	\$ 8,446.07	\$ 8,687.39	\$ 9,170.02	\$ 9,652.65
AFSC	1022	Associate Planner	E	ANNUAL	\$ 98,457.04	\$ 101,352.81	\$ 104,248.63	\$ 110,040.22	\$ 115,831.81
AFSC	1524	Associate Plans Examiner	N	HOURLY	\$ 43.69	\$ 44.98	\$ 46.26	\$ 48.83	\$ 51.40
AFSC	1524	Associate Plans Examiner	N	MONTHLY	\$ 7,573.74	\$ 7,796.48	\$ 8,019.24	\$ 8,464.78	\$ 8,910.30
AFSC	1524	Associate Plans Examiner	N	ANNUAL	\$ 90,884.88	\$ 93,557.76	\$ 96,230.88	\$ 101,577.36	\$ 106,923.60
AFSC	1566	Associate Project Engineer	N	HOURLY	\$ 48.31	\$ 49.72	\$ 51.15	\$ 53.99	\$ 56.82
AFSC	1566	Associate Project Engineer	N	MONTHLY	\$ 8,373.38	\$ 8,618.44	\$ 8,865.50	\$ 9,358.18	\$ 9,849.46
AFSC	1566	Associate Project Engineer	N	ANNUAL	\$ 100,480.56	\$ 103,421.28	\$ 106,386.00	\$ 112,298.16	\$ 118,193.52
AFSC	1588	Associate Surface Water Engineer	N	HOURLY	\$ 48.29	\$ 49.71	\$ 51.13	\$ 53.98	\$ 56.82
AFSC	1588	Associate Surface Water Engineer	N	MONTHLY	\$ 8,370.20	\$ 8,617.42	\$ 8,863.34	\$ 9,356.50	\$ 9,848.32
AFSC	1588	Associate Surface Water Engineer	N	ANNUAL	\$ 100,442.40	\$ 103,409.04	\$ 106,360.08	\$ 112,278.00	\$ 118,179.84
AFSC	1030	Budget Analyst	E	HOURLY	\$ 44.00	\$ 45.29	\$ 46.59	\$ 49.18	\$ 51.77
AFSC	1030	Budget Analyst	E	MONTHLY	\$ 7,627.67	\$ 7,851.38	\$ 8,076.64	\$ 8,524.21	\$ 8,973.22
AFSC	1030	Budget Analyst	E	ANNUAL	\$ 91,532.04	\$ 94,216.54	\$ 96,919.63	\$ 102,290.57	\$ 107,678.59
AFSC	1528	Building Inspector	N	HOURLY	\$ 45.68	\$ 47.02	\$ 48.38	\$ 51.07	\$ 53.75
AFSC	1528	Building Inspector	N	MONTHLY	\$ 7,918.62	\$ 8,150.92	\$ 8,385.82	\$ 8,851.70	\$ 9,316.28
AFSC	1528	Building Inspector	N	ANNUAL	\$ 95,023.44	\$ 97,811.04	\$ 100,629.84	\$ 106,220.40	\$ 111,795.36
AFSC	1033	Business Analyst	E	HOURLY	\$ 44.00	\$ 45.29	\$ 46.59	\$ 49.18	\$ 51.77

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AFSC	1033	Business Analyst	E	MONTHLY	\$ 7,627.56	\$ 7,851.34	\$ 8,076.58	\$ 8,525.61	\$ 8,973.16
AFSC	1033	Business Analyst	E	ANNUAL	\$ 91,530.69	\$ 94,216.02	\$ 96,919.01	\$ 102,307.32	\$ 107,677.97
AFSC	1013	Capital Projects Coordinator	E	HOURLY	\$ 53.16	\$ 54.72	\$ 56.29	\$ 59.41	\$ 62.54
AFSC	1013	Capital Projects Coordinator	E	MONTHLY	\$ 9,214.63	\$ 9,485.19	\$ 9,757.07	\$ 10,298.02	\$ 10,840.40
AFSC	1013	Capital Projects Coordinator	E	ANNUAL	\$ 110,575.52	\$ 113,822.23	\$ 117,084.79	\$ 123,576.22	\$ 130,084.83
AFSC	1574	Case Worker	E	HOURLY	\$ 47.39	\$ 48.78	\$ 50.18	\$ 52.97	\$ 55.75
AFSC	1574	Case Worker	E	MONTHLY	\$ 8,213.96	\$ 8,454.94	\$ 8,697.51	\$ 9,181.06	\$ 9,663.02
AFSC	1574	Case Worker	E	ANNUAL	\$ 98,567.56	\$ 101,459.32	\$ 104,370.12	\$ 110,172.68	\$ 115,956.24
AFSC	1048	Clinical Social Work Coordinator	E	HOURLY	\$ 49.21	\$ 50.61	\$ 52.02	\$ 54.77	\$ 57.50
AFSC	1048	Clinical Social Work Coordinator	E	MONTHLY	\$ 8,529.94	\$ 8,773.05	\$ 9,017.81	\$ 9,493.05	\$ 9,966.75
AFSC	1048	Clinical Social Work Coordinator	E	ANNUAL	\$ 102,359.28	\$ 105,276.54	\$ 108,213.74	\$ 113,916.60	\$ 119,601.04
AFSC	1505	Code Enforcement Officer	N	HOURLY	\$ 48.59	\$ 50.02	\$ 51.45	\$ 54.31	\$ 57.17
AFSC	1505	Code Enforcement Officer	N	MONTHLY	\$ 8,422.24	\$ 8,671.24	\$ 8,918.72	\$ 9,413.70	\$ 9,910.20
AFSC	1505	Code Enforcement Officer	N	ANNUAL	\$ 101,066.88	\$ 104,054.88	\$ 107,024.64	\$ 112,964.40	\$ 118,922.40
AFSC	1042	Communications Program Coordinator	E	HOURLY	\$ 50.59	\$ 52.07	\$ 53.56	\$ 56.53	\$ 59.51
AFSC	1042	Communications Program Coordinator	E	MONTHLY	\$ 8,768.74	\$ 9,026.57	\$ 9,284.43	\$ 9,798.71	\$ 10,315.86
AFSC	1042	Communications Program Coordinator	E	ANNUAL	\$ 105,224.82	\$ 108,318.80	\$ 111,413.11	\$ 117,584.54	\$ 123,790.37
AFSC	1547	Communications Program Specialist	N	HOURLY	\$ 40.78	\$ 41.98	\$ 43.18	\$ 45.57	\$ 47.97
AFSC	1547	Communications Program Specialist	N	MONTHLY	\$ 7,068.38	\$ 7,276.32	\$ 7,484.16	\$ 7,899.96	\$ 8,315.76
AFSC	1547	Communications Program Specialist	N	ANNUAL	\$ 84,820.56	\$ 87,315.84	\$ 89,809.92	\$ 94,799.52	\$ 99,789.12
AFSC	1591	Community Court Coordinator	N	HOURLY	\$ 44.54	\$ 45.85	\$ 47.16	\$ 49.78	\$ 52.39
AFSC	1591	Community Court Coordinator	N	MONTHLY	\$ 7,719.82	\$ 7,947.48	\$ 8,175.18	\$ 8,628.40	\$ 9,081.62
AFSC	1591	Community Court Coordinator	N	ANNUAL	\$ 92,637.84	\$ 95,369.76	\$ 98,102.16	\$ 103,540.80	\$ 108,979.44
AFSC	1518	Community Education Specialist	N	HOURLY	\$ 44.48	\$ 45.79	\$ 47.10	\$ 49.72	\$ 52.33
AFSC	1518	Community Education Specialist	N	MONTHLY	\$ 7,709.40	\$ 7,937.64	\$ 8,164.40	\$ 8,617.88	\$ 9,071.38
AFSC	1518	Community Education Specialist	N	ANNUAL	\$ 92,512.80	\$ 95,251.68	\$ 97,972.80	\$ 103,414.56	\$ 108,856.56
AFSC	1016	Community Engagement Coordinator	E	HOURLY	\$ 50.59	\$ 52.07	\$ 53.56	\$ 56.53	\$ 59.51
AFSC	1016	Community Engagement Coordinator	E	MONTHLY	\$ 8,768.74	\$ 9,026.57	\$ 9,284.43	\$ 9,798.71	\$ 10,315.86
AFSC	1016	Community Engagement Coordinator	E	ANNUAL	\$ 105,224.82	\$ 108,318.80	\$ 111,413.11	\$ 117,584.54	\$ 123,790.37
AFSC	1527	Construction Inspector	N	HOURLY	\$ 47.86	\$ 49.26	\$ 50.67	\$ 53.49	\$ 56.30
AFSC	1527	Construction Inspector	N	MONTHLY	\$ 8,296.06	\$ 8,539.36	\$ 8,782.56	\$ 9,271.22	\$ 9,759.86
AFSC	1527	Construction Inspector	N	ANNUAL	\$ 99,552.72	\$ 102,472.32	\$ 105,390.72	\$ 111,254.64	\$ 117,118.32
AFSC	1592	Contract & Purchasing Specialist	N	HOURLY	\$ 44.19	\$ 45.49	\$ 46.79	\$ 49.39	\$ 51.98
AFSC	1592	Contract & Purchasing Specialist	N	MONTHLY	\$ 7,659.74	\$ 7,884.46	\$ 8,110.64	\$ 8,561.58	\$ 9,011.02
AFSC	1592	Contract & Purchasing Specialist	N	ANNUAL	\$ 91,916.88	\$ 94,613.52	\$ 97,327.68	\$ 102,738.96	\$ 108,132.24
AFSC	1575	Crisis Responder I	E	HOURLY	\$ 49.21	\$ 50.61	\$ 52.02	\$ 54.77	\$ 57.50
AFSC	1575	Crisis Responder I	E	MONTHLY	\$ 8,529.94	\$ 8,773.05	\$ 9,017.81	\$ 9,493.05	\$ 9,966.75
AFSC	1575	Crisis Responder I	E	ANNUAL	\$ 102,359.28	\$ 105,276.54	\$ 108,213.74	\$ 113,916.60	\$ 119,601.04
AFSC	1046	Crisis Responder II	E	HOURLY	\$ 51.67	\$ 53.14	\$ 54.63	\$ 57.50	\$ 60.37
AFSC	1046	Crisis Responder II	E	MONTHLY	\$ 8,956.44	\$ 9,211.70	\$ 9,468.70	\$ 9,967.70	\$ 10,465.09
AFSC	1046	Crisis Responder II	E	ANNUAL	\$ 107,477.24	\$ 110,540.36	\$ 113,624.43	\$ 119,612.43	\$ 125,581.08

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AFSC	1573	Crisis Responder Lead	E	HOURLY	\$ 53.89	\$ 55.47	\$ 57.06	\$ 60.23	\$ 63.39
AFSC	1573	Crisis Responder Lead	E	MONTHLY	\$ 9,340.54	\$ 9,614.58	\$ 9,890.41	\$ 10,440.28	\$ 10,988.34
AFSC	1573	Crisis Responder Lead	E	ANNUAL	\$ 112,086.52	\$ 115,374.91	\$ 118,684.94	\$ 125,283.36	\$ 131,860.13
AFSC	1578	Cross Connection Program Coordinator	E	HOURLY	\$ 44.48	\$ 45.79	\$ 47.10	\$ 49.72	\$ 52.33
AFSC	1578	Cross Connection Program Coordinator	E	MONTHLY	\$ 7,709.34	\$ 7,937.65	\$ 8,164.41	\$ 8,617.87	\$ 9,071.41
AFSC	1578	Cross Connection Program Coordinator	E	ANNUAL	\$ 92,512.03	\$ 95,251.83	\$ 97,972.90	\$ 103,414.49	\$ 108,856.91
AFSC	1538	Cross Connection Specialist	N	HOURLY	\$ 40.54	\$ 41.74	\$ 42.94	\$ 45.32	\$ 47.70
AFSC	1538	Cross Connection Specialist	N	MONTHLY	\$ 7,028.00	\$ 7,235.50	\$ 7,443.02	\$ 7,855.76	\$ 8,268.50
AFSC	1538	Cross Connection Specialist	N	ANNUAL	\$ 84,336.00	\$ 86,826.00	\$ 89,316.24	\$ 94,269.12	\$ 99,222.00
AFSC	1554	Customer Accounts Associate - Business Licensing	N	HOURLY	\$ 33.67	\$ 34.65	\$ 35.65	\$ 37.62	\$ 39.60
AFSC	1554	Customer Accounts Associate - Business Licensing	N	MONTHLY	\$ 5,835.76	\$ 6,006.64	\$ 6,179.18	\$ 6,521.08	\$ 6,864.52
AFSC	1554	Customer Accounts Associate - Business Licensing	N	ANNUAL	\$ 70,029.12	\$ 72,079.68	\$ 74,150.16	\$ 78,252.96	\$ 82,374.24
AFSC	1555	Customer Accounts Associate - Cashier	N	HOURLY	\$ 33.67	\$ 34.65	\$ 35.65	\$ 37.62	\$ 39.60
AFSC	1555	Customer Accounts Associate - Cashier	N	MONTHLY	\$ 5,835.76	\$ 6,006.64	\$ 6,179.18	\$ 6,521.08	\$ 6,864.52
AFSC	1555	Customer Accounts Associate - Cashier	N	ANNUAL	\$ 70,029.12	\$ 72,079.68	\$ 74,150.16	\$ 78,252.96	\$ 82,374.24
AFSC	1545	Customer Accounts Lead	N	HOURLY	\$ 38.59	\$ 39.72	\$ 40.85	\$ 43.12	\$ 45.40
AFSC	1545	Customer Accounts Lead	N	MONTHLY	\$ 6,688.76	\$ 6,885.74	\$ 7,081.26	\$ 7,475.26	\$ 7,869.22
AFSC	1545	Customer Accounts Lead	N	ANNUAL	\$ 80,265.12	\$ 82,628.88	\$ 84,975.12	\$ 89,703.12	\$ 94,430.64
AFSC	1031	Customer Service Program Coordinator	E	HOURLY	\$ 43.14	\$ 44.41	\$ 45.68	\$ 48.22	\$ 50.76
AFSC	1031	Customer Service Program Coordinator	E	MONTHLY	\$ 7,478.64	\$ 7,698.56	\$ 7,918.44	\$ 8,358.21	\$ 8,797.92
AFSC	1031	Customer Service Program Coordinator	E	ANNUAL	\$ 89,743.70	\$ 92,382.75	\$ 95,021.33	\$ 100,298.49	\$ 105,574.98
AFSC	1029	Deputy City Clerk	E	HOURLY	\$ 44.00	\$ 45.29	\$ 46.59	\$ 49.18	\$ 51.77
AFSC	1029	Deputy City Clerk	E	MONTHLY	\$ 7,627.67	\$ 7,851.38	\$ 8,076.64	\$ 8,524.21	\$ 8,973.22
AFSC	1029	Deputy City Clerk	E	ANNUAL	\$ 91,532.04	\$ 94,216.54	\$ 96,919.63	\$ 102,290.57	\$ 107,678.59
AFSC	1537	Design Specialist	N	HOURLY	\$ 38.50	\$ 39.63	\$ 40.76	\$ 43.03	\$ 45.29
AFSC	1537	Design Specialist	N	MONTHLY	\$ 6,673.36	\$ 6,869.62	\$ 7,065.92	\$ 7,458.48	\$ 7,851.00
AFSC	1537	Design Specialist	N	ANNUAL	\$ 80,080.32	\$ 82,435.44	\$ 84,791.04	\$ 89,501.76	\$ 94,212.00
AFSC	1515	Desktop Systems Analyst	N	HOURLY	\$ 51.11	\$ 52.61	\$ 54.12	\$ 57.12	\$ 60.12
AFSC	1515	Desktop Systems Analyst	N	MONTHLY	\$ 8,858.86	\$ 9,118.74	\$ 9,380.38	\$ 9,901.88	\$ 10,421.28
AFSC	1515	Desktop Systems Analyst	N	ANNUAL	\$ 106,306.32	\$ 109,424.88	\$ 112,564.56	\$ 118,822.56	\$ 125,055.36
AFSC	1009	Development Engineer	E	HOURLY	\$ 56.79	\$ 58.46	\$ 60.13	\$ 63.47	\$ 66.81
AFSC	1009	Development Engineer	E	MONTHLY	\$ 9,843.65	\$ 10,133.15	\$ 10,422.64	\$ 11,001.67	\$ 11,580.71
AFSC	1009	Development Engineer	E	ANNUAL	\$ 118,123.75	\$ 121,597.75	\$ 125,071.73	\$ 132,020.07	\$ 138,968.47
AFSC	1026	Development Engineering Analyst	E	HOURLY	\$ 45.79	\$ 47.14	\$ 48.48	\$ 51.18	\$ 53.87
AFSC	1026	Development Engineering Analyst	E	MONTHLY	\$ 7,937.36	\$ 8,170.82	\$ 8,404.35	\$ 8,871.17	\$ 9,338.08
AFSC	1026	Development Engineering Analyst	E	ANNUAL	\$ 95,248.37	\$ 98,049.79	\$ 100,852.25	\$ 106,454.06	\$ 112,056.91
AFSC	1530	Development Plans Examiner	N	HOURLY	\$ 45.65	\$ 46.98	\$ 48.33	\$ 51.01	\$ 53.69
AFSC	1530	Development Plans Examiner	N	MONTHLY	\$ 7,912.18	\$ 8,143.66	\$ 8,376.70	\$ 8,842.74	\$ 9,307.28
AFSC	1530	Development Plans Examiner	N	ANNUAL	\$ 94,946.16	\$ 97,723.92	\$ 100,520.40	\$ 106,112.88	\$ 111,687.36
AFSC	1523	Development Review Arborist	N	HOURLY	\$ 45.46	\$ 46.80	\$ 48.13	\$ 50.81	\$ 53.48
AFSC	1523	Development Review Arborist	N	MONTHLY	\$ 7,879.60	\$ 8,111.68	\$ 8,343.42	\$ 8,806.98	\$ 9,270.52

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AFSC	1523	Development Review Arborist	N	ANNUAL	\$ 94,555.20	\$ 97,340.16	\$ 100,121.04	\$ 105,683.76	\$ 111,246.24
AFSC	1577	Education & Outreach Coordinator	N	HOURLY	\$ 46.71	\$ 48.08	\$ 49.46	\$ 52.21	\$ 54.95
AFSC	1577	Education & Outreach Coordinator	N	MONTHLY	\$ 8,096.92	\$ 8,334.44	\$ 8,573.56	\$ 9,050.24	\$ 9,525.32
AFSC	1577	Education & Outreach Coordinator	N	ANNUAL	\$ 97,163.04	\$ 100,013.28	\$ 102,882.72	\$ 108,602.88	\$ 114,303.84
AFSC	1516	Electrical Building Inspector I	N	HOURLY	\$ 49.29	\$ 50.74	\$ 52.19	\$ 55.10	\$ 57.99
AFSC	1516	Electrical Building Inspector I	N	MONTHLY	\$ 8,544.32	\$ 8,795.58	\$ 9,046.78	\$ 9,550.58	\$ 10,051.68
AFSC	1516	Electrical Building Inspector I	N	ANNUAL	\$ 102,531.84	\$ 105,546.96	\$ 108,561.36	\$ 114,606.96	\$ 120,620.16
AFSC	1510	Electrical Building Inspector II	N	HOURLY	\$ 52.26	\$ 53.79	\$ 55.34	\$ 58.41	\$ 61.48
AFSC	1510	Electrical Building Inspector II	N	MONTHLY	\$ 9,058.10	\$ 9,323.86	\$ 9,592.28	\$ 10,125.18	\$ 10,656.60
AFSC	1510	Electrical Building Inspector II	N	ANNUAL	\$ 108,697.20	\$ 111,886.32	\$ 115,107.36	\$ 121,502.16	\$ 127,879.20
AFSC	1576	Electrical Inspector	N	HOURLY	\$ 49.18	\$ 50.61	\$ 52.07	\$ 54.96	\$ 57.85
AFSC	1576	Electrical Inspector	N	MONTHLY	\$ 8,524.02	\$ 8,772.52	\$ 9,025.20	\$ 9,526.36	\$ 10,027.52
AFSC	1576	Electrical Inspector	N	ANNUAL	\$ 102,288.24	\$ 105,270.24	\$ 108,302.40	\$ 114,316.32	\$ 120,330.24
AFSC	1027	Emergency Preparedness Coordinator	E	HOURLY	\$ 45.24	\$ 46.56	\$ 47.91	\$ 50.57	\$ 53.22
AFSC	1027	Emergency Preparedness Coordinator	E	MONTHLY	\$ 7,841.21	\$ 8,071.19	\$ 8,303.92	\$ 8,765.11	\$ 9,224.95
AFSC	1027	Emergency Preparedness Coordinator	E	ANNUAL	\$ 94,094.48	\$ 96,854.29	\$ 99,646.99	\$ 105,181.36	\$ 110,699.42
AFSC	1539	Engineering Program Assistant	N	HOURLY	\$ 35.17	\$ 36.21	\$ 37.24	\$ 39.31	\$ 41.38
AFSC	1539	Engineering Program Assistant	N	MONTHLY	\$ 6,096.20	\$ 6,276.36	\$ 6,454.74	\$ 6,814.54	\$ 7,172.80
AFSC	1539	Engineering Program Assistant	N	ANNUAL	\$ 73,154.40	\$ 75,316.32	\$ 77,456.88	\$ 81,774.48	\$ 86,073.60
AFSC	1541	Engineering Technician	N	HOURLY	\$ 39.94	\$ 41.12	\$ 42.29	\$ 44.64	\$ 46.99
AFSC	1541	Engineering Technician	N	MONTHLY	\$ 6,923.14	\$ 7,127.26	\$ 7,329.98	\$ 7,738.20	\$ 8,145.04
AFSC	1541	Engineering Technician	N	ANNUAL	\$ 83,077.68	\$ 85,527.12	\$ 87,959.76	\$ 92,858.40	\$ 97,740.48
AFSC	1040	Environmental Analyst	E	HOURLY	\$ 53.98	\$ 55.57	\$ 57.15	\$ 60.33	\$ 63.50
AFSC	1040	Environmental Analyst	E	MONTHLY	\$ 9,356.55	\$ 9,632.18	\$ 9,906.56	\$ 10,457.83	\$ 11,007.85
AFSC	1040	Environmental Analyst	E	ANNUAL	\$ 112,278.55	\$ 115,586.19	\$ 118,878.76	\$ 125,494.00	\$ 132,094.20
AFSC	1520	Environmental Education Specialist	N	HOURLY	\$ 44.48	\$ 45.79	\$ 47.10	\$ 49.72	\$ 52.33
AFSC	1520	Environmental Education Specialist	N	MONTHLY	\$ 7,709.40	\$ 7,937.64	\$ 8,164.40	\$ 8,617.88	\$ 9,071.38
AFSC	1520	Environmental Education Specialist	N	ANNUAL	\$ 92,512.80	\$ 95,251.68	\$ 97,972.80	\$ 103,414.56	\$ 108,856.56
AFSC	1044	Environmental Program Coordinator	E	HOURLY	\$ 52.27	\$ 53.81	\$ 55.35	\$ 58.42	\$ 61.50
AFSC	1044	Environmental Program Coordinator	E	MONTHLY	\$ 9,060.66	\$ 9,327.12	\$ 9,593.61	\$ 10,126.59	\$ 10,659.65
AFSC	1044	Environmental Program Coordinator	E	ANNUAL	\$ 108,727.89	\$ 111,925.47	\$ 115,123.35	\$ 121,519.09	\$ 127,915.82
AFSC	1043	Environmental Regulations Planner	E	HOURLY	\$ 50.80	\$ 52.29	\$ 53.79	\$ 56.77	\$ 59.76
AFSC	1043	Environmental Regulations Planner	E	MONTHLY	\$ 8,805.17	\$ 9,064.21	\$ 9,323.14	\$ 9,841.08	\$ 10,359.06
AFSC	1043	Environmental Regulations Planner	E	ANNUAL	\$ 105,662.09	\$ 108,770.48	\$ 111,877.64	\$ 118,092.90	\$ 124,308.76
AFSC	2025	Facilities Specialist	N	HOURLY	\$ 39.19	\$ 40.34	\$ 41.49	\$ 43.80	\$ 46.10
AFSC	2025	Facilities Specialist	N	MONTHLY	\$ 6,792.60	\$ 6,991.88	\$ 7,192.48	\$ 7,592.34	\$ 7,990.92
AFSC	2025	Facilities Specialist	N	ANNUAL	\$ 81,511.20	\$ 83,902.56	\$ 86,309.76	\$ 91,108.08	\$ 95,891.04
AFSC	1517	GIS Analyst	N	HOURLY	\$ 48.09	\$ 49.51	\$ 50.92	\$ 53.75	\$ 56.58
AFSC	1517	GIS Analyst	N	MONTHLY	\$ 8,336.32	\$ 8,581.48	\$ 8,826.72	\$ 9,317.04	\$ 9,807.42
AFSC	1517	GIS Analyst	N	ANNUAL	\$ 100,035.84	\$ 102,977.76	\$ 105,920.64	\$ 111,804.48	\$ 117,689.04
AFSC	1590	GIS Technician	N	HOURLY	\$ 40.09	\$ 41.27	\$ 42.45	\$ 44.81	\$ 47.17

City of Kirkland  
2025 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1590	GIS Technician	N	MONTHLY	\$ 6,949.88	\$ 7,153.80	\$ 7,359.02	\$ 7,768.18	\$ 8,175.94
AFSC	1590	GIS Technician	N	ANNUAL	\$ 83,398.56	\$ 85,845.60	\$ 88,308.24	\$ 93,218.16	\$ 98,111.28
AFSC	1585	Homeless Outreach Coordinator	N	HOURLY	\$ 47.39	\$ 48.78	\$ 50.18	\$ 52.97	\$ 55.75
AFSC	1585	Homeless Outreach Coordinator	N	MONTHLY	\$ 8,213.96	\$ 8,454.94	\$ 8,697.50	\$ 9,181.06	\$ 9,663.02
AFSC	1585	Homeless Outreach Coordinator	N	ANNUAL	\$ 98,567.52	\$ 101,459.28	\$ 104,370.00	\$ 110,172.72	\$ 115,956.24
AFSC	1572	Human Services Coordinator	N	HOURLY	\$ 44.54	\$ 45.85	\$ 47.16	\$ 49.78	\$ 52.39
AFSC	1572	Human Services Coordinator	N	MONTHLY	\$ 7,719.82	\$ 7,947.48	\$ 8,175.18	\$ 8,628.40	\$ 9,081.62
AFSC	1572	Human Services Coordinator	N	ANNUAL	\$ 92,637.84	\$ 95,369.76	\$ 98,102.16	\$ 103,540.80	\$ 108,979.44
AFSC	1571	IT Security Analyst	N	HOURLY	\$ 55.13	\$ 56.78	\$ 58.49	\$ 61.99	\$ 65.09
AFSC	1571	IT Security Analyst	N	MONTHLY	\$ 9,555.98	\$ 9,842.66	\$ 10,137.78	\$ 10,744.94	\$ 11,282.50
AFSC	1571	IT Security Analyst	N	ANNUAL	\$ 114,671.76	\$ 118,111.92	\$ 121,653.36	\$ 128,939.28	\$ 135,390.00
AFSC	1559	Judicial Specialist	N	HOURLY	\$ 33.85	\$ 34.85	\$ 35.85	\$ 37.84	\$ 39.83
AFSC	1559	Judicial Specialist	N	MONTHLY	\$ 5,868.38	\$ 6,040.98	\$ 6,213.56	\$ 6,558.76	\$ 6,903.96
AFSC	1559	Judicial Specialist	N	ANNUAL	\$ 70,420.56	\$ 72,491.76	\$ 74,562.72	\$ 78,705.12	\$ 82,847.52
AFSC	1546	Judicial Specialist Lead	N	HOURLY	\$ 39.10	\$ 40.25	\$ 41.40	\$ 43.70	\$ 46.00
AFSC	1546	Judicial Specialist Lead	N	MONTHLY	\$ 6,777.98	\$ 6,977.34	\$ 7,176.66	\$ 7,575.38	\$ 7,974.08
AFSC	1546	Judicial Specialist Lead	N	ANNUAL	\$ 81,335.76	\$ 83,728.08	\$ 86,119.92	\$ 90,904.56	\$ 95,688.96
AFSC	1569	Lead Inspector	N	HOURLY	\$ 53.42	\$ 54.99	\$ 56.56	\$ 59.70	\$ 62.84
AFSC	1569	Lead Inspector	N	MONTHLY	\$ 9,259.48	\$ 9,531.82	\$ 9,804.16	\$ 10,348.84	\$ 10,893.50
AFSC	1569	Lead Inspector	N	ANNUAL	\$ 111,113.76	\$ 114,381.84	\$ 117,649.92	\$ 124,186.08	\$ 130,722.00
AFSC	1562	Mail Clerk	N	HOURLY	\$ 26.50	\$ 27.27	\$ 28.05	\$ 29.61	\$ 31.16
AFSC	1562	Mail Clerk	N	MONTHLY	\$ 4,592.78	\$ 4,726.12	\$ 4,862.46	\$ 5,132.16	\$ 5,400.40
AFSC	1562	Mail Clerk	N	ANNUAL	\$ 55,113.36	\$ 56,713.44	\$ 58,349.52	\$ 61,585.92	\$ 64,804.80
AFSC	1024	Management Analyst	E	HOURLY	\$ 49.41	\$ 50.87	\$ 52.32	\$ 55.23	\$ 58.14
AFSC	1024	Management Analyst	E	MONTHLY	\$ 8,564.75	\$ 8,818.07	\$ 9,068.40	\$ 9,573.69	\$ 10,077.36
AFSC	1024	Management Analyst	E	ANNUAL	\$ 102,777.04	\$ 105,816.85	\$ 108,820.83	\$ 114,884.26	\$ 120,928.31
AFSC	1580	Natural Resources Coordinator	N	HOURLY	\$ 44.54	\$ 45.85	\$ 47.16	\$ 49.78	\$ 52.39
AFSC	1580	Natural Resources Coordinator	N	MONTHLY	\$ 7,719.82	\$ 7,947.48	\$ 8,175.18	\$ 8,628.40	\$ 9,081.62
AFSC	1580	Natural Resources Coordinator	N	ANNUAL	\$ 92,637.84	\$ 95,369.76	\$ 98,102.16	\$ 103,540.80	\$ 108,979.44
AFSC	1504	Network Analyst	N	HOURLY	\$ 51.62	\$ 53.13	\$ 54.66	\$ 57.70	\$ 60.72
AFSC	1504	Network Analyst	N	MONTHLY	\$ 8,947.44	\$ 9,209.94	\$ 9,474.20	\$ 10,000.90	\$ 10,525.48
AFSC	1504	Network Analyst	N	ANNUAL	\$ 107,369.28	\$ 110,519.28	\$ 113,690.40	\$ 120,010.80	\$ 126,305.76
AFSC	1503	Network Engineer	N	HOURLY	\$ 58.82	\$ 60.55	\$ 62.28	\$ 65.74	\$ 69.19
AFSC	1503	Network Engineer	N	MONTHLY	\$ 10,195.72	\$ 10,494.88	\$ 10,795.94	\$ 11,396.16	\$ 11,993.94
AFSC	1503	Network Engineer	N	ANNUAL	\$ 122,348.64	\$ 125,938.56	\$ 129,551.28	\$ 136,753.92	\$ 143,927.28
AFSC	1561	Office Specialist	N	HOURLY	\$ 30.77	\$ 31.68	\$ 32.59	\$ 34.40	\$ 36.21
AFSC	1561	Office Specialist	N	MONTHLY	\$ 5,334.50	\$ 5,491.44	\$ 5,648.32	\$ 5,962.10	\$ 6,275.92
AFSC	1561	Office Specialist	N	ANNUAL	\$ 64,014.00	\$ 65,897.28	\$ 67,779.84	\$ 71,545.20	\$ 75,311.04
AFSC	1556	Parks Accounts Associate	N	HOURLY	\$ 33.67	\$ 34.65	\$ 35.65	\$ 37.62	\$ 39.60
AFSC	1556	Parks Accounts Associate	N	MONTHLY	\$ 5,835.76	\$ 6,006.64	\$ 6,179.18	\$ 6,521.08	\$ 6,864.52
AFSC	1556	Parks Accounts Associate	N	ANNUAL	\$ 70,029.12	\$ 72,079.68	\$ 74,150.16	\$ 78,252.96	\$ 82,374.24



City of Kirkland  
2025 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1582	Payroll Analyst	N	HOURLY	\$ 42.32	\$ 43.56	\$ 44.81	\$ 47.30	\$ 49.78
AFSC	1582	Payroll Analyst	N	MONTHLY	\$ 7,335.06	\$ 7,550.26	\$ 7,766.86	\$ 8,198.68	\$ 8,629.04
AFSC	1582	Payroll Analyst	N	ANNUAL	\$ 88,020.72	\$ 90,603.12	\$ 93,202.32	\$ 98,384.16	\$ 103,548.48
AFSC	1540	Payroll Systems Coordinator	N	HOURLY	\$ 41.60	\$ 42.82	\$ 44.04	\$ 46.49	\$ 48.93
AFSC	1540	Payroll Systems Coordinator	N	MONTHLY	\$ 7,210.20	\$ 7,421.88	\$ 7,633.80	\$ 8,059.14	\$ 8,481.54
AFSC	1540	Payroll Systems Coordinator	N	ANNUAL	\$ 86,522.40	\$ 89,062.56	\$ 91,605.60	\$ 96,709.68	\$ 101,778.48
AFSC	1548	Permit Technician	N	HOURLY	\$ 35.87	\$ 36.92	\$ 37.97	\$ 40.08	\$ 42.19
AFSC	1548	Permit Technician	N	MONTHLY	\$ 6,217.02	\$ 6,399.32	\$ 6,581.60	\$ 6,947.64	\$ 7,313.72
AFSC	1548	Permit Technician	N	ANNUAL	\$ 74,604.24	\$ 76,791.84	\$ 78,979.20	\$ 83,371.68	\$ 87,764.64
AFSC	1028	Planner	E	HOURLY	\$ 45.46	\$ 46.80	\$ 48.13	\$ 50.81	\$ 53.48
AFSC	1028	Planner	E	MONTHLY	\$ 7,879.62	\$ 8,111.69	\$ 8,343.44	\$ 8,806.97	\$ 9,270.54
AFSC	1028	Planner	E	ANNUAL	\$ 94,555.45	\$ 97,340.29	\$ 100,121.31	\$ 105,683.59	\$ 111,246.42
AFSC	1583	Planning Technician	N	HOURLY	\$ 36.74	\$ 37.82	\$ 38.90	\$ 41.07	\$ 43.22
AFSC	1583	Planning Technician	N	MONTHLY	\$ 6,368.60	\$ 6,555.44	\$ 6,743.54	\$ 7,118.42	\$ 7,492.10
AFSC	1583	Planning Technician	N	ANNUAL	\$ 76,423.20	\$ 78,665.28	\$ 80,922.48	\$ 85,421.04	\$ 89,905.20
AFSC	1514	Plans Examiner	N	HOURLY	\$ 48.27	\$ 49.69	\$ 51.11	\$ 53.94	\$ 56.78
AFSC	1514	Plans Examiner	N	MONTHLY	\$ 8,367.32	\$ 8,612.70	\$ 8,859.70	\$ 9,350.54	\$ 9,842.92
AFSC	1514	Plans Examiner	N	ANNUAL	\$ 100,407.84	\$ 103,352.40	\$ 106,316.40	\$ 112,206.48	\$ 118,115.04
AFSC	1557	Probation Assistant	N	HOURLY	\$ 33.85	\$ 34.85	\$ 35.85	\$ 37.84	\$ 39.83
AFSC	1557	Probation Assistant	N	MONTHLY	\$ 5,868.38	\$ 6,040.98	\$ 6,213.56	\$ 6,558.76	\$ 6,903.96
AFSC	1557	Probation Assistant	N	ANNUAL	\$ 70,420.56	\$ 72,491.76	\$ 74,562.72	\$ 78,705.12	\$ 82,847.52
AFSC	1531	Probation Officer	N	HOURLY	\$ 45.53	\$ 46.87	\$ 48.21	\$ 50.89	\$ 53.56
AFSC	1531	Probation Officer	N	MONTHLY	\$ 7,892.86	\$ 8,124.84	\$ 8,356.74	\$ 8,820.64	\$ 9,284.60
AFSC	1531	Probation Officer	N	ANNUAL	\$ 94,714.32	\$ 97,498.08	\$ 100,280.88	\$ 105,847.68	\$ 111,415.20
AFSC	1542	Procurement Specialist	N	HOURLY	\$ 38.96	\$ 40.10	\$ 41.25	\$ 43.54	\$ 45.83
AFSC	1542	Procurement Specialist	N	MONTHLY	\$ 6,753.18	\$ 6,951.78	\$ 7,150.40	\$ 7,547.66	\$ 7,944.90
AFSC	1542	Procurement Specialist	N	ANNUAL	\$ 81,038.16	\$ 83,421.36	\$ 85,804.80	\$ 90,571.92	\$ 95,338.80
AFSC	1553	Program Assistant	N	HOURLY	\$ 33.39	\$ 34.38	\$ 35.36	\$ 37.32	\$ 39.29
AFSC	1553	Program Assistant	N	MONTHLY	\$ 5,788.58	\$ 5,958.86	\$ 6,129.12	\$ 6,469.60	\$ 6,810.10
AFSC	1553	Program Assistant	N	ANNUAL	\$ 69,462.96	\$ 71,506.32	\$ 73,549.44	\$ 77,635.20	\$ 81,721.20
AFSC	1525	Program Coordinator	N	HOURLY	\$ 43.33	\$ 44.60	\$ 45.88	\$ 48.43	\$ 50.97
AFSC	1525	Program Coordinator	N	MONTHLY	\$ 7,510.46	\$ 7,731.38	\$ 7,952.26	\$ 8,394.04	\$ 8,835.86
AFSC	1525	Program Coordinator	N	ANNUAL	\$ 90,125.52	\$ 92,776.56	\$ 95,427.12	\$ 100,728.48	\$ 106,030.32
AFSC	1587	Program Specialist	N	HOURLY	\$ 33.85	\$ 34.85	\$ 35.85	\$ 37.84	\$ 39.83
AFSC	1587	Program Specialist	N	MONTHLY	\$ 5,868.38	\$ 6,040.98	\$ 6,213.56	\$ 6,558.76	\$ 6,903.96
AFSC	1587	Program Specialist	N	ANNUAL	\$ 70,420.56	\$ 72,491.76	\$ 74,562.72	\$ 78,705.12	\$ 82,847.52
AFSC	1005	Project Engineer	E	HOURLY	\$ 58.72	\$ 60.44	\$ 62.17	\$ 65.63	\$ 69.08
AFSC	1005	Project Engineer	E	MONTHLY	\$ 10,179.05	\$ 10,476.82	\$ 10,776.24	\$ 11,376.58	\$ 11,973.74
AFSC	1005	Project Engineer	E	ANNUAL	\$ 122,148.61	\$ 125,721.80	\$ 129,314.87	\$ 136,519.01	\$ 143,684.82
AFSC	1589	Property Analyst	N	HOURLY	\$ 47.49	\$ 48.88	\$ 50.29	\$ 53.08	\$ 55.87
AFSC	1589	Property Analyst	N	MONTHLY	\$ 8,232.12	\$ 8,473.64	\$ 8,716.72	\$ 9,201.36	\$ 9,684.36

City of Kirkland  
2025 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1589	Property Analyst	N	ANNUAL	\$ 98,785.44	\$ 101,683.68	\$ 104,600.64	\$ 110,416.32	\$ 116,212.32
AFSC	1536	Public Disclosure Analyst	N	HOURLY	\$ 38.58	\$ 39.71	\$ 40.85	\$ 43.03	\$ 45.38
AFSC	1536	Public Disclosure Analyst	N	MONTHLY	\$ 6,687.64	\$ 6,883.72	\$ 7,081.16	\$ 7,458.16	\$ 7,866.94
AFSC	1536	Public Disclosure Analyst	N	ANNUAL	\$ 80,251.68	\$ 82,604.64	\$ 84,973.92	\$ 89,497.92	\$ 94,403.28
AFSC	1552	Records Management Specialist	N	HOURLY	\$ 33.46	\$ 34.44	\$ 35.43	\$ 37.39	\$ 39.36
AFSC	1552	Records Management Specialist	N	MONTHLY	\$ 5,799.58	\$ 5,970.14	\$ 6,140.70	\$ 6,481.88	\$ 6,823.04
AFSC	1552	Records Management Specialist	N	ANNUAL	\$ 69,594.96	\$ 71,641.68	\$ 73,688.40	\$ 77,782.56	\$ 81,876.48
AFSC	1521	Recycling Program Coordinator	N	HOURLY	\$ 44.48	\$ 45.79	\$ 47.10	\$ 49.72	\$ 52.33
AFSC	1521	Recycling Program Coordinator	N	MONTHLY	\$ 7,709.34	\$ 7,937.64	\$ 8,164.40	\$ 8,617.88	\$ 9,071.38
AFSC	1521	Recycling Program Coordinator	N	ANNUAL	\$ 92,512.08	\$ 95,251.68	\$ 97,972.80	\$ 103,414.56	\$ 108,856.56
AFSC	1019	Senior Accountant	E	HOURLY	\$ 49.46	\$ 50.92	\$ 52.37	\$ 55.28	\$ 58.20
AFSC	1019	Senior Accountant	E	MONTHLY	\$ 8,574.16	\$ 8,826.94	\$ 9,078.25	\$ 9,582.40	\$ 10,087.90
AFSC	1019	Senior Accountant	E	ANNUAL	\$ 102,889.89	\$ 105,923.22	\$ 108,939.05	\$ 114,988.78	\$ 121,054.83
AFSC	1543	Senior Accounting Associate	N	HOURLY	\$ 38.32	\$ 39.45	\$ 40.57	\$ 42.83	\$ 45.08
AFSC	1543	Senior Accounting Associate	N	MONTHLY	\$ 6,642.34	\$ 6,837.66	\$ 7,033.04	\$ 7,423.78	\$ 7,814.44
AFSC	1543	Senior Accounting Associate	N	ANNUAL	\$ 79,708.08	\$ 82,051.92	\$ 84,396.48	\$ 89,085.36	\$ 93,773.28
AFSC	1500	Senior Applications Analyst	N	HOURLY	\$ 61.52	\$ 63.33	\$ 65.14	\$ 68.76	\$ 72.38
AFSC	1500	Senior Applications Analyst	N	MONTHLY	\$ 10,664.38	\$ 10,978.02	\$ 11,291.66	\$ 11,919.00	\$ 12,546.32
AFSC	1500	Senior Applications Analyst	N	ANNUAL	\$ 127,972.56	\$ 131,736.24	\$ 135,499.92	\$ 143,028.00	\$ 150,555.84
AFSC	1004	Senior Capital Projects Coordinator	E	HOURLY	\$ 58.05	\$ 59.76	\$ 61.46	\$ 64.88	\$ 68.30
AFSC	1004	Senior Capital Projects Coordinator	E	MONTHLY	\$ 10,063.14	\$ 10,359.25	\$ 10,653.93	\$ 11,246.13	\$ 11,838.31
AFSC	1004	Senior Capital Projects Coordinator	E	ANNUAL	\$ 120,757.71	\$ 124,310.97	\$ 127,847.11	\$ 134,953.59	\$ 142,059.70
AFSC	1007	Senior Community Engagement Coordinator	E	HOURLY	\$ 53.11	\$ 54.67	\$ 56.23	\$ 59.36	\$ 62.48
AFSC	1007	Senior Community Engagement Coordinator	E	MONTHLY	\$ 9,205.94	\$ 9,477.14	\$ 9,746.92	\$ 10,289.23	\$ 10,830.21
AFSC	1007	Senior Community Engagement Coordinator	E	ANNUAL	\$ 110,471.30	\$ 113,725.65	\$ 116,963.09	\$ 123,470.74	\$ 129,962.48
AFSC	1509	Senior Construction Inspector	N	HOURLY	\$ 50.24	\$ 51.72	\$ 53.20	\$ 56.15	\$ 59.11
AFSC	1509	Senior Construction Inspector	N	MONTHLY	\$ 8,708.72	\$ 8,965.00	\$ 9,221.26	\$ 9,733.80	\$ 10,246.34
AFSC	1509	Senior Construction Inspector	N	ANNUAL	\$ 104,504.64	\$ 107,580.00	\$ 110,655.12	\$ 116,805.60	\$ 122,956.08
AFSC	1529	Senior Design Specialist	N	HOURLY	\$ 44.07	\$ 45.36	\$ 46.66	\$ 49.25	\$ 51.84
AFSC	1529	Senior Design Specialist	N	MONTHLY	\$ 7,638.60	\$ 7,863.22	\$ 8,087.90	\$ 8,537.22	\$ 8,986.56
AFSC	1529	Senior Design Specialist	N	ANNUAL	\$ 91,663.20	\$ 94,358.64	\$ 97,054.80	\$ 102,446.64	\$ 107,838.72
AFSC	1002	Senior Development Engineer	E	HOURLY	\$ 61.10	\$ 62.88	\$ 64.69	\$ 68.29	\$ 71.87
AFSC	1002	Senior Development Engineer	E	MONTHLY	\$ 10,590.25	\$ 10,899.93	\$ 11,213.65	\$ 11,837.11	\$ 12,457.77
AFSC	1002	Senior Development Engineer	E	ANNUAL	\$ 127,082.96	\$ 130,799.11	\$ 134,563.82	\$ 142,045.31	\$ 149,493.27
AFSC	1018	Senior Development Engineering Analyst	E	HOURLY	\$ 49.12	\$ 50.56	\$ 52.01	\$ 54.90	\$ 57.78
AFSC	1018	Senior Development Engineering Analyst	E	MONTHLY	\$ 8,514.42	\$ 8,764.77	\$ 9,015.03	\$ 9,515.66	\$ 10,016.24
AFSC	1018	Senior Development Engineering Analyst	E	ANNUAL	\$ 102,173.08	\$ 105,177.21	\$ 108,180.37	\$ 114,187.97	\$ 120,194.84
AFSC	1581	Senior Electrical Plans Examiner	N	HOURLY	\$ 53.78	\$ 55.35	\$ 56.93	\$ 60.10	\$ 63.26
AFSC	1581	Senior Electrical Plans Examiner	N	MONTHLY	\$ 9,321.44	\$ 9,594.14	\$ 9,868.36	\$ 10,418.10	\$ 10,964.96
AFSC	1581	Senior Electrical Plans Examiner	N	ANNUAL	\$ 111,857.28	\$ 115,129.68	\$ 118,420.32	\$ 125,017.20	\$ 131,579.52
AFSC	1508	Senior GIS Analyst	N	HOURLY	\$ 53.11	\$ 54.67	\$ 56.23	\$ 59.36	\$ 62.48

City of Kirkland  
2025 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1508	Senior GIS Analyst	N	MONTHLY	\$ 9,205.96	\$ 9,477.14	\$ 9,746.92	\$ 10,289.24	\$ 10,830.22
AFSC	1508	Senior GIS Analyst	N	ANNUAL	\$ 110,471.52	\$ 113,725.68	\$ 116,963.04	\$ 123,470.88	\$ 129,962.64
AFSC	1570	Senior IT Business Analyst	N	HOURLY	\$ 54.08	\$ 55.67	\$ 57.27	\$ 60.46	\$ 63.63
AFSC	1570	Senior IT Business Analyst	N	MONTHLY	\$ 9,374.86	\$ 9,650.02	\$ 9,927.38	\$ 10,479.92	\$ 11,030.20
AFSC	1570	Senior IT Business Analyst	N	ANNUAL	\$ 112,498.32	\$ 115,800.24	\$ 119,128.56	\$ 125,759.04	\$ 132,362.40
AFSC	1047	Senior Management Analyst	E	HOURLY	\$ 53.11	\$ 54.67	\$ 56.23	\$ 59.36	\$ 62.48
AFSC	1047	Senior Management Analyst	E	MONTHLY	\$ 9,205.94	\$ 9,477.14	\$ 9,746.92	\$ 10,289.23	\$ 10,830.21
AFSC	1047	Senior Management Analyst	E	ANNUAL	\$ 110,471.30	\$ 113,725.65	\$ 116,963.09	\$ 123,470.74	\$ 129,962.48
AFSC	1502	Senior Network Engineer	N	HOURLY	\$ 61.52	\$ 63.33	\$ 65.14	\$ 68.76	\$ 72.38
AFSC	1502	Senior Network Engineer	N	MONTHLY	\$ 10,664.38	\$ 10,978.02	\$ 11,291.66	\$ 11,919.00	\$ 12,546.32
AFSC	1502	Senior Network Engineer	N	ANNUAL	\$ 127,972.56	\$ 131,736.24	\$ 135,499.92	\$ 143,028.00	\$ 150,555.84
AFSC	1579	Senior Permit Technician	N	HOURLY	\$ 39.60	\$ 40.76	\$ 41.93	\$ 44.26	\$ 46.58
AFSC	1579	Senior Permit Technician	N	MONTHLY	\$ 6,863.80	\$ 7,065.14	\$ 7,267.86	\$ 7,671.92	\$ 8,074.64
AFSC	1579	Senior Permit Technician	N	ANNUAL	\$ 82,365.60	\$ 84,781.68	\$ 87,214.32	\$ 92,063.04	\$ 96,895.68
AFSC	1008	Senior Planner	E	HOURLY	\$ 52.27	\$ 53.81	\$ 55.35	\$ 58.42	\$ 61.50
AFSC	1008	Senior Planner	E	MONTHLY	\$ 9,060.66	\$ 9,327.12	\$ 9,593.61	\$ 10,126.59	\$ 10,659.65
AFSC	1008	Senior Planner	E	ANNUAL	\$ 108,727.89	\$ 111,925.47	\$ 115,123.35	\$ 121,519.09	\$ 127,915.82
AFSC	1568	Senior Plans Examiner	N	HOURLY	\$ 53.78	\$ 55.35	\$ 56.93	\$ 60.10	\$ 63.26
AFSC	1568	Senior Plans Examiner	N	MONTHLY	\$ 9,321.44	\$ 9,594.14	\$ 9,868.36	\$ 10,418.10	\$ 10,964.96
AFSC	1568	Senior Plans Examiner	N	ANNUAL	\$ 111,857.28	\$ 115,129.68	\$ 118,420.32	\$ 125,017.20	\$ 131,579.52
AFSC	1507	Senior Procurement Specialist	N	HOURLY	\$ 48.91	\$ 50.33	\$ 51.78	\$ 54.66	\$ 57.54
AFSC	1507	Senior Procurement Specialist	N	MONTHLY	\$ 8,478.84	\$ 8,723.70	\$ 8,976.16	\$ 9,475.02	\$ 9,973.88
AFSC	1507	Senior Procurement Specialist	N	ANNUAL	\$ 101,746.08	\$ 104,684.40	\$ 107,713.92	\$ 113,700.24	\$ 119,686.56
AFSC	1000	Senior Project Engineer	E	HOURLY	\$ 66.34	\$ 68.29	\$ 70.24	\$ 74.14	\$ 78.04
AFSC	1000	Senior Project Engineer	E	MONTHLY	\$ 11,498.61	\$ 11,836.81	\$ 12,175.00	\$ 12,851.44	\$ 13,527.82
AFSC	1000	Senior Project Engineer	E	ANNUAL	\$ 137,983.36	\$ 142,041.70	\$ 146,100.02	\$ 154,217.28	\$ 162,333.83
AFSC	1593	Senior Service Desk Analyst	N	HOURLY	\$ 51.11	\$ 52.61	\$ 54.12	\$ 57.12	\$ 60.12
AFSC	1593	Senior Service Desk Analyst	N	MONTHLY	\$ 8,858.86	\$ 9,118.74	\$ 9,380.38	\$ 9,901.88	\$ 10,421.28
AFSC	1593	Senior Service Desk Analyst	N	ANNUAL	\$ 106,306.32	\$ 109,424.88	\$ 112,564.56	\$ 118,822.56	\$ 125,055.36
AFSC	1001	Senior Surface Water Engineer	E	HOURLY	\$ 64.59	\$ 66.49	\$ 68.39	\$ 72.19	\$ 75.99
AFSC	1001	Senior Surface Water Engineer	E	MONTHLY	\$ 11,195.35	\$ 11,525.47	\$ 11,854.00	\$ 12,512.65	\$ 13,171.30
AFSC	1001	Senior Surface Water Engineer	E	ANNUAL	\$ 134,344.18	\$ 138,305.63	\$ 142,247.99	\$ 150,151.80	\$ 158,055.61
AFSC	1535	Service Desk Analyst	N	HOURLY	\$ 40.52	\$ 41.71	\$ 42.90	\$ 45.29	\$ 47.67
AFSC	1535	Service Desk Analyst	N	MONTHLY	\$ 7,023.62	\$ 7,230.18	\$ 7,436.74	\$ 7,849.92	\$ 8,263.08
AFSC	1535	Service Desk Analyst	N	ANNUAL	\$ 84,283.44	\$ 86,762.16	\$ 89,240.88	\$ 94,199.04	\$ 99,156.96
AFSC	1565	Service Desk Lead	N	HOURLY	\$ 45.01	\$ 46.33	\$ 47.66	\$ 50.31	\$ 52.95
AFSC	1565	Service Desk Lead	N	MONTHLY	\$ 7,801.90	\$ 8,030.92	\$ 8,261.30	\$ 8,721.02	\$ 9,178.76
AFSC	1565	Service Desk Lead	N	ANNUAL	\$ 93,622.80	\$ 96,371.04	\$ 99,135.60	\$ 104,652.24	\$ 110,145.12
AFSC	1023	Solid Waste Coordinator	E	HOURLY	\$ 47.12	\$ 48.51	\$ 49.89	\$ 52.66	\$ 55.43
AFSC	1023	Solid Waste Coordinator	E	MONTHLY	\$ 8,167.04	\$ 8,408.64	\$ 8,647.20	\$ 9,128.84	\$ 9,609.00
AFSC	1023	Solid Waste Coordinator	E	ANNUAL	\$ 98,004.44	\$ 100,903.62	\$ 103,766.45	\$ 109,546.02	\$ 115,308.05



City of Kirkland  
2025 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1045	Solid Waste Programs Lead	E	HOURLY	\$ 50.22	\$ 51.65	\$ 53.10	\$ 55.90	\$ 58.68
AFSC	1045	Solid Waste Programs Lead	E	MONTHLY	\$ 8,704.47	\$ 8,953.06	\$ 9,203.64	\$ 9,688.87	\$ 10,172.12
AFSC	1045	Solid Waste Programs Lead	E	ANNUAL	\$ 104,453.68	\$ 107,436.75	\$ 110,443.65	\$ 116,266.47	\$ 122,065.48
AFSC	1020	Special Projects Coordinator	E	HOURLY	\$ 49.41	\$ 50.87	\$ 52.32	\$ 55.23	\$ 58.14
AFSC	1020	Special Projects Coordinator	E	MONTHLY	\$ 8,564.75	\$ 8,818.07	\$ 9,068.40	\$ 9,573.69	\$ 10,077.36
AFSC	1020	Special Projects Coordinator	E	ANNUAL	\$ 102,777.04	\$ 105,816.85	\$ 108,820.83	\$ 114,884.26	\$ 120,928.31
AFSC	1010	Surface Water Engineer	E	HOURLY	\$ 56.25	\$ 57.90	\$ 59.56	\$ 62.86	\$ 66.17
AFSC	1010	Surface Water Engineer	E	MONTHLY	\$ 9,749.90	\$ 10,036.64	\$ 10,323.38	\$ 10,896.90	\$ 11,470.41
AFSC	1010	Surface Water Engineer	E	ANNUAL	\$ 116,998.75	\$ 120,439.68	\$ 123,880.57	\$ 130,762.74	\$ 137,644.96
AFSC	1025	Surface Water Engineering Analyst	E	HOURLY	\$ 47.62	\$ 49.02	\$ 50.42	\$ 53.23	\$ 56.03
AFSC	1025	Surface Water Engineering Analyst	E	MONTHLY	\$ 8,254.86	\$ 8,497.65	\$ 8,740.53	\$ 9,226.02	\$ 9,711.60
AFSC	1025	Surface Water Engineering Analyst	E	ANNUAL	\$ 99,058.30	\$ 101,971.78	\$ 104,886.34	\$ 110,712.22	\$ 116,539.18
AFSC	1012	Surface Water Planner	E	HOURLY	\$ 50.80	\$ 52.29	\$ 53.79	\$ 56.77	\$ 59.76
AFSC	1012	Surface Water Planner	E	MONTHLY	\$ 8,805.17	\$ 9,064.21	\$ 9,323.14	\$ 9,841.08	\$ 10,359.06
AFSC	1012	Surface Water Planner	E	ANNUAL	\$ 105,662.09	\$ 108,770.48	\$ 111,877.64	\$ 118,092.90	\$ 124,308.76
AFSC	1039	Surface Water Strategic Advisor	E	HOURLY	\$ 63.09	\$ 64.94	\$ 66.80	\$ 70.52	\$ 74.22
AFSC	1039	Surface Water Strategic Advisor	E	MONTHLY	\$ 10,935.18	\$ 11,257.17	\$ 11,579.17	\$ 12,223.15	\$ 12,864.63
AFSC	1039	Surface Water Strategic Advisor	E	ANNUAL	\$ 131,222.19	\$ 135,086.08	\$ 138,949.99	\$ 146,677.77	\$ 154,375.50
AFSC	1550	Technical Project Manager	N	HOURLY	\$ 64.25	\$ 66.13	\$ 68.03	\$ 71.81	\$ 75.58
AFSC	1550	Technical Project Manager	N	MONTHLY	\$ 11,136.60	\$ 11,463.30	\$ 11,792.22	\$ 12,447.78	\$ 13,101.24
AFSC	1550	Technical Project Manager	N	ANNUAL	\$ 133,639.20	\$ 137,559.60	\$ 141,506.64	\$ 149,373.36	\$ 157,214.88
AFSC	1015	Traffic Control Coordinator	E	HOURLY	\$ 50.59	\$ 52.07	\$ 53.56	\$ 56.53	\$ 59.51
AFSC	1015	Traffic Control Coordinator	E	MONTHLY	\$ 8,768.74	\$ 9,026.57	\$ 9,284.43	\$ 9,798.71	\$ 10,315.86
AFSC	1015	Traffic Control Coordinator	E	ANNUAL	\$ 105,224.82	\$ 108,318.80	\$ 111,413.11	\$ 117,584.54	\$ 123,790.37
AFSC	1003	Transportation Engineer	E	HOURLY	\$ 61.04	\$ 62.84	\$ 64.64	\$ 68.23	\$ 71.82
AFSC	1003	Transportation Engineer	E	MONTHLY	\$ 10,581.50	\$ 10,892.68	\$ 11,203.90	\$ 11,826.34	\$ 12,448.79
AFSC	1003	Transportation Engineer	E	ANNUAL	\$ 126,977.95	\$ 130,712.16	\$ 134,446.81	\$ 141,916.07	\$ 149,385.47
AFSC	1584	Transportation Engineering Analyst	N	HOURLY	\$ 42.17	\$ 43.41	\$ 44.66	\$ 47.14	\$ 49.61
AFSC	1584	Transportation Engineering Analyst	N	MONTHLY	\$ 7,310.40	\$ 7,524.88	\$ 7,740.76	\$ 8,171.12	\$ 8,600.06
AFSC	1584	Transportation Engineering Analyst	N	ANNUAL	\$ 87,724.80	\$ 90,298.56	\$ 92,889.12	\$ 98,053.44	\$ 103,200.72
AFSC	1014	Transportation Planner	E	HOURLY	\$ 53.13	\$ 54.69	\$ 56.26	\$ 59.38	\$ 62.51
AFSC	1014	Transportation Planner	E	MONTHLY	\$ 9,210.24	\$ 9,480.36	\$ 9,751.83	\$ 10,293.47	\$ 10,835.04
AFSC	1014	Transportation Planner	E	ANNUAL	\$ 110,522.88	\$ 113,764.36	\$ 117,021.96	\$ 123,521.65	\$ 130,020.53
AFSC	1037	Transportation Program Coordinator	E	HOURLY	\$ 47.64	\$ 49.04	\$ 50.45	\$ 53.25	\$ 56.04
AFSC	1037	Transportation Program Coordinator	E	MONTHLY	\$ 8,257.77	\$ 8,500.34	\$ 8,744.24	\$ 9,230.75	\$ 9,714.67
AFSC	1037	Transportation Program Coordinator	E	ANNUAL	\$ 99,093.19	\$ 102,004.06	\$ 104,930.84	\$ 110,768.94	\$ 116,576.06
AFSC	1038	Transportation Strategic Advisor	E	HOURLY	\$ 63.09	\$ 64.94	\$ 66.80	\$ 70.52	\$ 74.22
AFSC	1038	Transportation Strategic Advisor	E	MONTHLY	\$ 10,935.18	\$ 11,257.17	\$ 11,579.17	\$ 12,223.15	\$ 12,864.63
AFSC	1038	Transportation Strategic Advisor	E	ANNUAL	\$ 131,222.19	\$ 135,086.08	\$ 138,949.99	\$ 146,677.77	\$ 154,375.50
AFSC	1512	Urban Forester	N	HOURLY	\$ 52.27	\$ 53.81	\$ 55.35	\$ 58.42	\$ 61.50
AFSC	1512	Urban Forester	N	MONTHLY	\$ 9,060.64	\$ 9,327.14	\$ 9,593.62	\$ 10,126.60	\$ 10,659.64

City of Kirkland  
2025 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1512	Urban Forester	N	ANNUAL	\$ 108,727.68	\$ 111,925.68	\$ 115,123.44	\$ 121,519.20	\$ 127,915.68
AFSC	1526	Video Production Specialist	N	HOURLY	\$ 42.97	\$ 44.24	\$ 45.50	\$ 48.03	\$ 50.56
AFSC	1526	Video Production Specialist	N	MONTHLY	\$ 7,449.14	\$ 7,668.24	\$ 7,887.34	\$ 8,325.50	\$ 8,763.68
AFSC	1526	Video Production Specialist	N	ANNUAL	\$ 89,389.68	\$ 92,018.88	\$ 94,648.08	\$ 99,906.00	\$ 105,164.16
AFSC	1011	Water Quality Program Coordinator	E	HOURLY	\$ 51.47	\$ 52.99	\$ 54.50	\$ 57.53	\$ 60.56
AFSC	1011	Water Quality Program Coordinator	E	MONTHLY	\$ 8,922.63	\$ 9,185.06	\$ 9,447.49	\$ 9,972.35	\$ 10,497.21
AFSC	1011	Water Quality Program Coordinator	E	ANNUAL	\$ 107,071.56	\$ 110,220.70	\$ 113,369.85	\$ 119,668.19	\$ 125,966.53
AFSC	1522	Water Quality Specialist	N	HOURLY	\$ 44.48	\$ 45.79	\$ 47.10	\$ 49.72	\$ 52.33
AFSC	1522	Water Quality Specialist	N	MONTHLY	\$ 7,709.34	\$ 7,937.64	\$ 8,164.40	\$ 8,617.88	\$ 9,071.40
AFSC	1522	Water Quality Specialist	N	ANNUAL	\$ 92,512.08	\$ 95,251.68	\$ 97,972.80	\$ 103,414.56	\$ 108,856.80
AFSC	1533	Web and Multimedia Specialist	N	HOURLY	\$ 42.82	\$ 44.08	\$ 45.34	\$ 47.85	\$ 50.37
AFSC	1533	Web and Multimedia Specialist	N	MONTHLY	\$ 7,421.80	\$ 7,640.12	\$ 7,858.36	\$ 8,294.96	\$ 8,731.56
AFSC	1533	Web and Multimedia Specialist	N	ANNUAL	\$ 89,061.60	\$ 91,681.44	\$ 94,300.32	\$ 99,539.52	\$ 104,778.72