Effective 1/1/2026
2.7% COLA

City of Kirkland
2026 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	$ 45.16	$ 46.49	$ 47.82	$ 50.47	$ 53.13
AFSC	1032	Accountant	E	MONTHLY	$ 7,827.22	$ 8,058.54	$ 8,288.28	$ 8,747.79	$ 9,208.86
AFSC	1032	Accountant	E	ANNUAL	$ 93,926.63	$ 96,702.43	$ 99,459.39	$ 104,973.52	$ 110,506.29
AFSC	1549	Accounting Associate	N	HOURLY	$ 35.36	$ 36.40	$ 37.44	$ 39.52	$ 41.60
AFSC	1549	Accounting Associate	N	MONTHLY	$ 6,129.08	$ 6,309.36	$ 6,489.60	$ 6,850.12	$ 7,210.66
AFSC	1549	Accounting Associate	N	ANNUAL	$ 73,548.96	$ 75,712.32	$ 77,875.20	$ 82,201.44	$ 86,527.92
AFSC	1544	Administrative Assistant	N	HOURLY	$ 38.84	$ 39.98	$ 41.12	$ 43.40	$ 45.69
AFSC	1544	Administrative Assistant	N	MONTHLY	$ 6,731.96	$ 6,929.76	$ 7,127.62	$ 7,523.38	$ 7,919.10
AFSC	1544	Administrative Assistant	N	ANNUAL	$ 80,783.52	$ 83,157.12	$ 85,531.44	$ 90,280.56	$ 95,029.20
AFSC	1564	Administrative Clerk/Receptionist	N	HOURLY	$ 27.21	$ 28.00	$ 28.81	$ 30.41	$ 32.00
AFSC	1564	Administrative Clerk/Receptionist	N	MONTHLY	$ 4,716.78	$ 4,853.72	$ 4,993.76	$ 5,270.74	$ 5,546.22
AFSC	1564	Administrative Clerk/Receptionist	N	ANNUAL	$ 56,601.36	$ 58,244.64	$ 59,925.12	$ 63,248.88	$ 66,554.64
AFSC	1513	Applications Analyst	N	HOURLY	$ 52.49	$ 54.03	$ 55.58	$ 58.67	$ 61.74
AFSC	1513	Applications Analyst	N	MONTHLY	$ 9,098.04	$ 9,364.96	$ 9,633.64	$ 10,169.22	$ 10,702.66
AFSC	1513	Applications Analyst	N	ANNUAL	$ 109,176.48	$ 112,379.52	$ 115,603.68	$ 122,030.64	$ 128,431.92
AFSC	1534	Assistant Planner	N	HOURLY	$ 40.43	$ 41.62	$ 42.81	$ 45.19	$ 47.57
AFSC	1534	Assistant Planner	N	MONTHLY	$ 7,008.88	$ 7,214.38	$ 7,421.38	$ 7,833.90	$ 8,246.34
AFSC	1534	Assistant Planner	N	ANNUAL	$ 84,106.56	$ 86,572.56	$ 89,056.56	$ 94,006.80	$ 98,956.08
AFSC	1506	Associate Development Engineer	N	HOURLY	$ 49.59	$ 51.06	$ 52.51	$ 55.44	$ 58.35
AFSC	1506	Associate Development Engineer	N	MONTHLY	$ 8,596.20	$ 8,850.10	$ 9,102.66	$ 9,609.12	$ 10,114.22
AFSC	1506	Associate Development Engineer	N	ANNUAL	$ 103,154.40	$ 106,201.20	$ 109,231.92	$ 115,309.44	$ 121,370.64
AFSC	1022	Associate Planner	E	HOURLY	$ 48.61	$ 50.04	$ 51.47	$ 54.33	$ 57.19
AFSC	1022	Associate Planner	E	MONTHLY	$ 8,426.28	$ 8,674.11	$ 8,921.95	$ 9,417.61	$ 9,913.27
AFSC	1022	Associate Planner	E	ANNUAL	$ 101,115.38	$ 104,089.34	$ 107,063.34	$ 113,011.31	$ 118,959.27
AFSC	1524	Associate Plans Examiner	N	HOURLY	$ 44.87	$ 46.19	$ 47.51	$ 50.15	$ 52.79
AFSC	1524	Associate Plans Examiner	N	MONTHLY	$ 7,778.24	$ 8,007.00	$ 8,235.76	$ 8,693.34	$ 9,150.88
AFSC	1524	Associate Plans Examiner	N	ANNUAL	$ 93,338.88	$ 96,084.00	$ 98,829.12	$ 104,320.08	$ 109,810.56
AFSC	1566	Associate Project Engineer	N	HOURLY	$ 52.73	$ 54.27	$ 55.83	$ 58.93	$ 62.03
AFSC	1566	Associate Project Engineer	N	MONTHLY	$ 9,139.62	$ 9,407.74	$ 9,677.64	$ 10,215.68	$ 10,751.96
AFSC	1566	Associate Project Engineer	N	ANNUAL	$ 109,675.44	$ 112,892.88	$ 116,131.68	$ 122,588.16	$ 129,023.52
AFSC	1588	Associate Surface Water Engineer	N	HOURLY	$ 49.59	$ 51.06	$ 52.51	$ 55.44	$ 58.35
AFSC	1588	Associate Surface Water Engineer	N	MONTHLY	$ 8,596.20	$ 8,850.10	$ 9,102.66	$ 9,609.12	$ 10,114.22
AFSC	1588	Associate Surface Water Engineer	N	ANNUAL	$ 103,154.40	$ 106,201.20	$ 109,231.92	$ 115,309.44	$ 121,370.64
AFSC	1030	Budget Analyst	E	HOURLY	$ 45.19	$ 46.52	$ 47.85	$ 50.50	$ 53.16
AFSC	1030	Budget Analyst	E	MONTHLY	$ 7,833.62	$ 8,063.37	$ 8,294.71	$ 8,754.37	$ 9,215.49
AFSC	1030	Budget Analyst	E	ANNUAL	$ 94,003.41	$ 96,760.39	$ 99,536.46	$ 105,052.42	$ 110,585.91
AFSC	1528	Building Inspector I	N	HOURLY	$ 46.92	$ 48.29	$ 49.68	$ 52.44	$ 55.20
AFSC	1528	Building Inspector I	N	MONTHLY	$ 8,132.42	$ 8,370.98	$ 8,612.24	$ 9,090.70	$ 9,567.82
AFSC	1528	Building Inspector I	N	ANNUAL	$ 97,589.04	$ 100,451.76	$ 103,346.88	$ 109,088.40	$ 114,813.84
AFSC	1594	Building Inspector II	N	HOURLY	$ 49.73	$ 51.19	$ 52.67	$ 55.59	$ 58.51
AFSC	1594	Building Inspector II	N	MONTHLY	$ 8,620.38	$ 8,873.26	$ 9,128.98	$ 9,636.12	$ 10,141.88

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City of Kirkland
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Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1594	Building Inspector II	N	ANNUAL	$ 103,444.56	$ 106,479.12	$ 109,547.76	$ 115,633.44	$ 121,702.56
AFSC	1033	Business Analyst	E	HOURLY	$ 45.19	$ 46.52	$ 47.85	$ 50.51	$ 53.16
AFSC	1033	Business Analyst	E	MONTHLY	$ 7,833.50	$ 8,063.32	$ 8,294.65	$ 8,755.80	$ 9,215.44
AFSC	1033	Business Analyst	E	ANNUAL	$ 94,002.02	$ 96,759.85	$ 99,535.82	$ 105,069.62	$ 110,585.28
AFSC	1013	Capital Projects Coordinator	E	HOURLY	$ 54.59	$ 56.20	$ 57.81	$ 61.01	$ 64.23
AFSC	1013	Capital Projects Coordinator	E	MONTHLY	$ 9,463.42	$ 9,741.29	$ 10,020.51	$ 10,576.07	$ 11,133.09
AFSC	1013	Capital Projects Coordinator	E	ANNUAL	$ 113,561.06	$ 116,895.43	$ 120,246.08	$ 126,912.78	$ 133,597.12
AFSC	1574	Case Worker I	E	HOURLY	$ 50.54	$ 51.98	$ 53.43	$ 56.24	$ 59.05
AFSC	1574	Case Worker I	E	MONTHLY	$ 8,760.25	$ 9,009.92	$ 9,261.29	$ 9,749.36	$ 10,235.86
AFSC	1574	Case Worker I	E	ANNUAL	$ 105,122.98	$ 108,119.01	$ 111,135.51	$ 116,992.35	$ 122,830.27
AFSC	1051	Case Worker II	E	HOURLY	$ 53.06	$ 54.58	$ 56.10	$ 59.06	$ 62.00
AFSC	1051	Case Worker II	E	MONTHLY	$ 9,198.26	$ 9,460.41	$ 9,724.36	$ 10,236.83	$ 10,747.65
AFSC	1051	Case Worker II	E	ANNUAL	$ 110,379.13	$ 113,524.95	$ 116,692.29	$ 122,841.97	$ 128,971.77
AFSC	1048	Clinical Social Work Coordinator	E	HOURLY	$ 55.34	$ 56.96	$ 58.60	$ 61.86	$ 65.10
AFSC	1048	Clinical Social Work Coordinator	E	MONTHLY	$ 9,592.74	$ 9,874.17	$ 10,157.45	$ 10,722.17	$ 11,285.03
AFSC	1048	Clinical Social Work Coordinator	E	ANNUAL	$ 115,112.86	$ 118,490.03	$ 121,889.43	$ 128,666.01	$ 135,420.35
AFSC	1505	Code Enforcement Officer	N	HOURLY	$ 49.90	$ 51.38	$ 52.84	$ 55.77	$ 58.72
AFSC	1505	Code Enforcement Officer	N	MONTHLY	$ 8,649.64	$ 8,905.38	$ 9,159.52	$ 9,667.86	$ 10,177.76
AFSC	1505	Code Enforcement Officer	N	ANNUAL	$ 103,795.68	$ 106,864.56	$ 109,914.24	$ 116,014.32	$ 122,133.12
AFSC	1042	Communications Program Coordinator	E	HOURLY	$ 51.95	$ 53.48	$ 55.01	$ 58.06	$ 61.12
AFSC	1042	Communications Program Coordinator	E	MONTHLY	$ 9,005.49	$ 9,270.28	$ 9,535.11	$ 10,063.28	$ 10,594.39
AFSC	1042	Communications Program Coordinator	E	ANNUAL	$ 108,065.89	$ 111,243.41	$ 114,421.26	$ 120,759.32	$ 127,132.71
AFSC	1547	Communications Program Specialist	N	HOURLY	$ 41.88	$ 43.11	$ 44.34	$ 46.81	$ 49.27
AFSC	1547	Communications Program Specialist	N	MONTHLY	$ 7,259.24	$ 7,472.78	$ 7,686.24	$ 8,113.24	$ 8,540.28
AFSC	1547	Communications Program Specialist	N	ANNUAL	$ 87,110.88	$ 89,673.36	$ 92,234.88	$ 97,358.88	$ 102,483.36
AFSC	1591	Community Court Coordinator	N	HOURLY	$ 45.74	$ 47.09	$ 48.44	$ 51.12	$ 53.81
AFSC	1591	Community Court Coordinator	N	MONTHLY	$ 7,928.26	$ 8,162.06	$ 8,395.92	$ 8,861.36	$ 9,326.84
AFSC	1591	Community Court Coordinator	N	ANNUAL	$ 95,139.12	$ 97,944.72	$ 100,751.04	$ 106,336.32	$ 111,922.08
AFSC	1518	Community Education Specialist	N	HOURLY	$ 45.68	$ 47.03	$ 48.37	$ 51.06	$ 53.75
AFSC	1518	Community Education Specialist	N	MONTHLY	$ 7,917.54	$ 8,151.96	$ 8,384.84	$ 8,850.54	$ 9,316.32
AFSC	1518	Community Education Specialist	N	ANNUAL	$ 95,010.48	$ 97,823.52	$ 100,618.08	$ 106,206.48	$ 111,795.84
AFSC	1016	Community Engagement Coordinator	E	HOURLY	$ 51.95	$ 53.48	$ 55.01	$ 58.06	$ 61.12
AFSC	1016	Community Engagement Coordinator	E	MONTHLY	$ 9,005.49	$ 9,270.28	$ 9,535.11	$ 10,063.28	$ 10,594.39
AFSC	1016	Community Engagement Coordinator	E	ANNUAL	$ 108,065.89	$ 111,243.41	$ 114,421.26	$ 120,759.32	$ 127,132.71
AFSC	1527	Construction Inspector	N	HOURLY	$ 49.15	$ 50.59	$ 52.03	$ 54.93	$ 57.82
AFSC	1527	Construction Inspector	N	MONTHLY	$ 8,520.06	$ 8,769.92	$ 9,019.70	$ 9,521.54	$ 10,023.36
AFSC	1527	Construction Inspector	N	ANNUAL	$ 102,240.72	$ 105,239.04	$ 108,236.40	$ 114,258.48	$ 120,280.32
AFSC	1592	Contract & Purchasing Specialist	N	HOURLY	$ 45.38	$ 46.71	$ 48.05	$ 50.73	$ 53.39
AFSC	1592	Contract & Purchasing Specialist	N	MONTHLY	$ 7,866.56	$ 8,097.34	$ 8,329.62	$ 8,792.74	$ 9,254.32
AFSC	1592	Contract & Purchasing Specialist	N	ANNUAL	$ 94,398.72	$ 97,168.08	$ 99,955.44	$ 105,512.88	$ 111,051.84
AFSC	1575	Crisis Responder I	E	HOURLY	$ 50.54	$ 51.98	$ 53.43	$ 56.24	$ 59.05
AFSC	1575	Crisis Responder I	E	MONTHLY	$ 8,760.25	$ 9,009.92	$ 9,261.29	$ 9,749.36	$ 10,235.86

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AFSC	1575	Crisis Responder I	E	ANNUAL	$ 105,122.98	$ 108,119.01	$ 111,135.51	$ 116,992.35	$ 122,830.27
AFSC	1046	Crisis Responder II	E	HOURLY	$ 53.06	$ 54.58	$ 56.10	$ 59.06	$ 62.00
AFSC	1046	Crisis Responder II	E	MONTHLY	$ 9,198.26	$ 9,460.41	$ 9,724.36	$ 10,236.83	$ 10,747.65
AFSC	1046	Crisis Responder II	E	ANNUAL	$ 110,379.13	$ 113,524.95	$ 116,692.29	$ 122,841.97	$ 128,971.77
AFSC	1573	Crisis Responder Lead	E	HOURLY	$ 55.34	$ 56.96	$ 58.60	$ 61.86	$ 65.10
AFSC	1573	Crisis Responder Lead	E	MONTHLY	$ 9,592.74	$ 9,874.17	$ 10,157.45	$ 10,722.17	$ 11,285.03
AFSC	1573	Crisis Responder Lead	E	ANNUAL	$ 115,112.86	$ 118,490.03	$ 121,889.43	$ 128,666.01	$ 135,420.35
AFSC	1578	Cross Connection Program Coordinator	E	HOURLY	$ 45.68	$ 47.03	$ 48.37	$ 51.06	$ 53.75
AFSC	1578	Cross Connection Program Coordinator	E	MONTHLY	$ 7,917.49	$ 8,151.97	$ 8,384.85	$ 8,850.56	$ 9,316.34
AFSC	1578	Cross Connection Program Coordinator	E	ANNUAL	$ 95,009.85	$ 97,823.63	$ 100,618.17	$ 106,206.68	$ 111,796.05
AFSC	1538	Cross Connection Specialist	N	HOURLY	$ 41.64	$ 42.87	$ 44.10	$ 46.54	$ 48.99
AFSC	1538	Cross Connection Specialist	N	MONTHLY	$ 7,217.76	$ 7,430.86	$ 7,644.00	$ 8,067.86	$ 8,491.76
AFSC	1538	Cross Connection Specialist	N	ANNUAL	$ 86,613.12	$ 89,170.32	$ 91,728.00	$ 96,814.32	$ 101,901.12
AFSC	1554	Customer Accounts Associate - Business Licensing	N	HOURLY	$ 34.58	$ 35.59	$ 36.61	$ 38.64	$ 40.67
AFSC	1554	Customer Accounts Associate - Business Licensing	N	MONTHLY	$ 5,993.32	$ 6,168.82	$ 6,346.02	$ 6,697.14	$ 7,049.86
AFSC	1554	Customer Accounts Associate - Business Licensing	N	ANNUAL	$ 71,919.84	$ 74,025.84	$ 76,152.24	$ 80,365.68	$ 84,598.32
AFSC	1555	Customer Accounts Associate - Cashier	N	HOURLY	$ 34.58	$ 35.59	$ 36.61	$ 38.64	$ 40.67
AFSC	1555	Customer Accounts Associate - Cashier	N	MONTHLY	$ 5,993.32	$ 6,168.82	$ 6,346.02	$ 6,697.14	$ 7,049.86
AFSC	1555	Customer Accounts Associate - Cashier	N	ANNUAL	$ 71,919.84	$ 74,025.84	$ 76,152.24	$ 80,365.68	$ 84,598.32
AFSC	1545	Customer Accounts Lead	N	HOURLY	$ 39.63	$ 40.80	$ 41.95	$ 44.29	$ 46.62
AFSC	1545	Customer Accounts Lead	N	MONTHLY	$ 6,869.36	$ 7,071.64	$ 7,272.46	$ 7,677.08	$ 8,081.68
AFSC	1545	Customer Accounts Lead	N	ANNUAL	$ 82,432.32	$ 84,859.68	$ 87,269.52	$ 92,124.96	$ 96,980.16
AFSC	1031	Customer Service Program Coordinator	E	HOURLY	$ 44.31	$ 45.61	$ 46.92	$ 49.52	$ 52.13
AFSC	1031	Customer Service Program Coordinator	E	MONTHLY	$ 7,680.57	$ 7,906.42	$ 8,132.24	$ 8,583.88	$ 9,035.46
AFSC	1031	Customer Service Program Coordinator	E	ANNUAL	$ 92,166.78	$ 94,877.08	$ 97,586.91	$ 103,006.55	$ 108,425.50
AFSC	1029	Deputy City Clerk	E	HOURLY	$ 45.19	$ 46.52	$ 47.85	$ 50.50	$ 53.16
AFSC	1029	Deputy City Clerk	E	MONTHLY	$ 7,833.62	$ 8,063.37	$ 8,294.71	$ 8,754.37	$ 9,215.49
AFSC	1029	Deputy City Clerk	E	ANNUAL	$ 94,003.41	$ 96,760.39	$ 99,536.46	$ 105,052.42	$ 110,585.91
AFSC	1537	Design Specialist	N	HOURLY	$ 39.54	$ 40.70	$ 41.86	$ 44.19	$ 46.52
AFSC	1537	Design Specialist	N	MONTHLY	$ 6,853.56	$ 7,055.10	$ 7,256.68	$ 7,659.86	$ 8,062.98
AFSC	1537	Design Specialist	N	ANNUAL	$ 82,242.72	$ 84,661.20	$ 87,080.16	$ 91,918.32	$ 96,755.76
AFSC	1515	Desktop Systems Analyst	N	HOURLY	$ 52.49	$ 54.03	$ 55.58	$ 58.67	$ 61.74
AFSC	1515	Desktop Systems Analyst	N	MONTHLY	$ 9,098.04	$ 9,364.96	$ 9,633.64	$ 10,169.22	$ 10,702.66
AFSC	1515	Desktop Systems Analyst	N	ANNUAL	$ 109,176.48	$ 112,379.52	$ 115,603.68	$ 122,030.64	$ 128,431.92
AFSC	1009	Development Engineer	E	HOURLY	$ 58.32	$ 60.04	$ 61.75	$ 65.18	$ 68.61
AFSC	1009	Development Engineer	E	MONTHLY	$ 10,109.42	$ 10,406.74	$ 10,704.06	$ 11,298.72	$ 11,893.39
AFSC	1009	Development Engineer	E	ANNUAL	$ 121,313.09	$ 124,880.89	$ 128,448.67	$ 135,584.61	$ 142,720.62
AFSC	1026	Development Engineering Analyst	E	HOURLY	$ 47.03	$ 48.41	$ 49.79	$ 52.56	$ 55.33
AFSC	1026	Development Engineering Analyst	E	MONTHLY	$ 8,151.67	$ 8,391.43	$ 8,631.27	$ 9,110.69	$ 9,590.20
AFSC	1026	Development Engineering Analyst	E	ANNUAL	$ 97,820.08	$ 100,697.13	$ 103,575.26	$ 109,328.32	$ 115,082.45
AFSC	1530	Development Plans Examiner	N	HOURLY	$ 46.88	$ 48.25	$ 49.63	$ 52.39	$ 55.14
AFSC	1530	Development Plans Examiner	N	MONTHLY	$ 8,125.80	$ 8,363.54	$ 8,602.86	$ 9,081.50	$ 9,558.58

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AFSC	1530	Development Plans Examiner	N	ANNUAL	$ 97,509.60	$ 100,362.48	$ 103,234.32	$ 108,978.00	$ 114,702.96
AFSC	1523	Development Review Arborist	N	HOURLY	$ 46.68	$ 48.06	$ 49.43	$ 52.18	$ 54.93
AFSC	1523	Development Review Arborist	N	MONTHLY	$ 8,092.36	$ 8,330.70	$ 8,568.70	$ 9,044.76	$ 9,520.82
AFSC	1523	Development Review Arborist	N	ANNUAL	$ 97,108.32	$ 99,968.40	$ 102,824.40	$ 108,537.12	$ 114,249.84
AFSC	1533	Digital Content Specialist	N	HOURLY	$ 43.97	$ 45.27	$ 46.56	$ 49.15	$ 51.73
AFSC	1533	Digital Content Specialist	N	MONTHLY	$ 7,622.18	$ 7,846.40	$ 8,070.54	$ 8,518.92	$ 8,967.32
AFSC	1533	Digital Content Specialist	N	ANNUAL	$ 91,466.16	$ 94,156.80	$ 96,846.48	$ 102,227.04	$ 107,607.84
AFSC	1577	Education & Outreach Coordinator	N	HOURLY	$ 47.97	$ 49.38	$ 50.80	$ 53.62	$ 56.44
AFSC	1577	Education & Outreach Coordinator	N	MONTHLY	$ 8,315.54	$ 8,559.48	$ 8,805.04	$ 9,294.60	$ 9,782.52
AFSC	1577	Education & Outreach Coordinator	N	ANNUAL	$ 99,786.48	$ 102,713.76	$ 105,660.48	$ 111,535.20	$ 117,390.24
AFSC	1516	Electrical Building Inspector I	N	HOURLY	$ 50.62	$ 52.11	$ 53.60	$ 56.59	$ 59.55
AFSC	1516	Electrical Building Inspector I	N	MONTHLY	$ 8,775.02	$ 9,033.06	$ 9,291.06	$ 9,808.44	$ 10,323.08
AFSC	1516	Electrical Building Inspector I	N	ANNUAL	$ 105,300.24	$ 108,396.72	$ 111,492.72	$ 117,701.28	$ 123,876.96
AFSC	1510	Electrical Building Inspector II	N	HOURLY	$ 53.67	$ 55.24	$ 56.83	$ 59.99	$ 63.14
AFSC	1510	Electrical Building Inspector II	N	MONTHLY	$ 9,302.68	$ 9,575.60	$ 9,851.26	$ 10,398.54	$ 10,944.32
AFSC	1510	Electrical Building Inspector II	N	ANNUAL	$ 111,632.16	$ 114,907.20	$ 118,215.12	$ 124,782.48	$ 131,331.84
AFSC	1576	Electrical Inspector	N	HOURLY	$ 50.50	$ 51.98	$ 53.47	$ 56.44	$ 59.41
AFSC	1576	Electrical Inspector	N	MONTHLY	$ 8,754.18	$ 9,009.38	$ 9,268.88	$ 9,783.58	$ 10,298.26
AFSC	1576	Electrical Inspector	N	ANNUAL	$ 105,050.16	$ 108,112.56	$ 111,226.56	$ 117,402.96	$ 123,579.12
AFSC	1027	Emergency Preparedness Coordinator	E	HOURLY	$ 46.46	$ 47.82	$ 49.20	$ 51.93	$ 54.66
AFSC	1027	Emergency Preparedness Coordinator	E	MONTHLY	$ 8,052.92	$ 8,289.11	$ 8,528.12	$ 9,001.77	$ 9,474.03
AFSC	1027	Emergency Preparedness Coordinator	E	ANNUAL	$ 96,635.03	$ 99,469.36	$ 102,337.46	$ 108,021.26	$ 113,688.30
AFSC	1539	Engineering Program Assistant	N	HOURLY	$ 36.12	$ 37.19	$ 38.24	$ 40.37	$ 42.50
AFSC	1539	Engineering Program Assistant	N	MONTHLY	$ 6,260.80	$ 6,445.82	$ 6,629.02	$ 6,998.54	$ 7,366.46
AFSC	1539	Engineering Program Assistant	N	ANNUAL	$ 75,129.60	$ 77,349.84	$ 79,548.24	$ 83,982.48	$ 88,397.52
AFSC	1541	Engineering Technician	N	HOURLY	$ 41.02	$ 42.23	$ 43.43	$ 45.85	$ 48.26
AFSC	1541	Engineering Technician	N	MONTHLY	$ 7,110.08	$ 7,319.70	$ 7,527.88	$ 7,947.14	$ 8,364.96
AFSC	1541	Engineering Technician	N	ANNUAL	$ 85,320.96	$ 87,836.40	$ 90,334.56	$ 95,365.68	$ 100,379.52
AFSC	1040	Environmental Analyst	E	HOURLY	$ 55.44	$ 57.07	$ 58.69	$ 61.96	$ 65.22
AFSC	1040	Environmental Analyst	E	MONTHLY	$ 9,609.17	$ 9,892.25	$ 10,174.04	$ 10,740.20	$ 11,305.06
AFSC	1040	Environmental Analyst	E	ANNUAL	$ 115,310.07	$ 118,707.02	$ 122,088.49	$ 128,882.34	$ 135,660.74
AFSC	1520	Environmental Education & Outreach Specialist	N	HOURLY	$ 45.68	$ 47.03	$ 48.37	$ 51.06	$ 53.75
AFSC	1520	Environmental Education & Outreach Specialist	N	MONTHLY	$ 7,917.54	$ 8,151.96	$ 8,384.84	$ 8,850.54	$ 9,316.32
AFSC	1520	Environmental Education & Outreach Specialist	N	ANNUAL	$ 95,010.48	$ 97,823.52	$ 100,618.08	$ 106,206.48	$ 111,795.84
AFSC	1044	Environmental Program Coordinator	E	HOURLY	$ 53.68	$ 55.26	$ 56.84	$ 60.00	$ 63.16
AFSC	1044	Environmental Program Coordinator	E	MONTHLY	$ 9,305.30	$ 9,578.96	$ 9,852.64	$ 10,400.01	$ 10,947.46
AFSC	1044	Environmental Program Coordinator	E	ANNUAL	$ 111,663.54	$ 114,947.46	$ 118,231.68	$ 124,800.11	$ 131,369.55
AFSC	1043	Environmental Regulations Planner	E	HOURLY	$ 52.17	$ 53.70	$ 55.24	$ 58.31	$ 61.38
AFSC	1043	Environmental Regulations Planner	E	MONTHLY	$ 9,042.91	$ 9,308.94	$ 9,574.86	$ 10,106.78	$ 10,638.76
AFSC	1043	Environmental Regulations Planner	E	ANNUAL	$ 108,514.97	$ 111,707.28	$ 114,898.34	$ 121,281.41	$ 127,665.10
AFSC	2025	Facilities Specialist	N	HOURLY	$ 40.24	$ 41.43	$ 42.61	$ 44.98	$ 47.34
AFSC	2025	Facilities Specialist	N	MONTHLY	$ 6,976.00	$ 7,180.66	$ 7,386.68	$ 7,797.34	$ 8,206.68

Effective 1/1/2026
2.7% COLA

City of Kirkland
2026 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	2025	Facilities Specialist	N	ANNUAL	$ 83,712.00	$ 86,167.92	$ 88,640.16	$ 93,568.08	$ 98,480.16
AFSC	1517	GIS Analyst	N	HOURLY	$ 49.39	$ 50.84	$ 52.30	$ 55.20	$ 58.11
AFSC	1517	GIS Analyst	N	MONTHLY	$ 8,561.40	$ 8,813.18	$ 9,065.04	$ 9,568.62	$ 10,072.22
AFSC	1517	GIS Analyst	N	ANNUAL	$ 102,736.80	$ 105,758.16	$ 108,780.48	$ 114,823.44	$ 120,866.64
AFSC	1590	GIS Technician	N	HOURLY	$ 41.18	$ 42.38	$ 43.60	$ 46.02	$ 48.44
AFSC	1590	GIS Technician	N	MONTHLY	$ 7,137.52	$ 7,346.94	$ 7,557.72	$ 7,977.92	$ 8,396.70
AFSC	1590	GIS Technician	N	ANNUAL	$ 85,650.24	$ 88,163.28	$ 90,692.64	$ 95,735.04	$ 100,760.40
AFSC	1585	Homeless Outreach Coordinator	N	HOURLY	$ 48.67	$ 50.09	$ 51.53	$ 54.40	$ 57.25
AFSC	1585	Homeless Outreach Coordinator	N	MONTHLY	$ 8,435.72	$ 8,683.22	$ 8,932.34	$ 9,428.96	$ 9,923.90
AFSC	1585	Homeless Outreach Coordinator	N	ANNUAL	$ 101,228.64	$ 104,198.64	$ 107,188.08	$ 113,147.52	$ 119,086.80
AFSC	1595	Housing Navigation Coordinator	N	HOURLY	$ 48.67	$ 50.09	$ 51.53	$ 54.40	$ 57.25
AFSC	1595	Housing Navigation Coordinator	N	MONTHLY	$ 8,435.72	$ 8,683.22	$ 8,932.34	$ 9,428.96	$ 9,923.90
AFSC	1595	Housing Navigation Coordinator	N	ANNUAL	$ 101,228.64	$ 104,198.64	$ 107,188.08	$ 113,147.52	$ 119,086.80
AFSC	1572	Human Services Coordinator	N	HOURLY	$ 45.74	$ 47.09	$ 48.44	$ 51.12	$ 53.81
AFSC	1572	Human Services Coordinator	N	MONTHLY	$ 7,928.26	$ 8,162.06	$ 8,395.92	$ 8,861.36	$ 9,326.84
AFSC	1572	Human Services Coordinator	N	ANNUAL	$ 95,139.12	$ 97,944.72	$ 100,751.04	$ 106,336.32	$ 111,922.08
AFSC	1571	Information Security Analyst	N	HOURLY	$ 56.62	$ 58.32	$ 60.06	$ 63.66	$ 66.85
AFSC	1571	Information Security Analyst	N	MONTHLY	$ 9,814.00	$ 10,108.40	$ 10,411.52	$ 11,035.04	$ 11,587.12
AFSC	1571	Information Security Analyst	N	ANNUAL	$ 117,768.00	$ 121,300.80	$ 124,938.24	$ 132,420.48	$ 139,045.44
AFSC	1559	Judicial Specialist	N	HOURLY	$ 34.77	$ 35.79	$ 36.81	$ 38.86	$ 40.90
AFSC	1559	Judicial Specialist	N	MONTHLY	$ 6,026.82	$ 6,204.10	$ 6,381.32	$ 6,735.84	$ 7,090.36
AFSC	1559	Judicial Specialist	N	ANNUAL	$ 72,321.84	$ 74,449.20	$ 76,575.84	$ 80,830.08	$ 85,084.32
AFSC	1546	Judicial Specialist Lead	N	HOURLY	$ 40.16	$ 41.34	$ 42.52	$ 44.88	$ 47.24
AFSC	1546	Judicial Specialist Lead	N	MONTHLY	$ 6,960.98	$ 7,165.72	$ 7,370.44	$ 7,779.92	$ 8,189.38
AFSC	1546	Judicial Specialist Lead	N	ANNUAL	$ 83,531.76	$ 85,988.64	$ 88,445.28	$ 93,359.04	$ 98,272.56
AFSC	1569	Lead Inspector	N	HOURLY	$ 54.86	$ 56.47	$ 58.09	$ 61.31	$ 64.54
AFSC	1569	Lead Inspector	N	MONTHLY	$ 9,509.48	$ 9,789.18	$ 10,068.86	$ 10,628.28	$ 11,187.62
AFSC	1569	Lead Inspector	N	ANNUAL	$ 114,113.76	$ 117,470.16	$ 120,826.32	$ 127,539.36	$ 134,251.44
AFSC	1562	Mail Clerk	N	HOURLY	$ 27.21	$ 28.00	$ 28.81	$ 30.41	$ 32.00
AFSC	1562	Mail Clerk	N	MONTHLY	$ 4,716.78	$ 4,853.72	$ 4,993.76	$ 5,270.74	$ 5,546.22
AFSC	1562	Mail Clerk	N	ANNUAL	$ 56,601.36	$ 58,244.64	$ 59,925.12	$ 63,248.88	$ 66,554.64
AFSC	1024	Management Analyst	E	HOURLY	$ 50.74	$ 52.25	$ 53.73	$ 56.72	$ 59.71
AFSC	1024	Management Analyst	E	MONTHLY	$ 8,796.00	$ 9,056.16	$ 9,313.25	$ 9,832.18	$ 10,349.45
AFSC	1024	Management Analyst	E	ANNUAL	$ 105,552.02	$ 108,673.91	$ 111,758.99	$ 117,986.14	$ 124,193.37
AFSC	1580	Natural Resources Coordinator	N	HOURLY	$ 45.74	$ 47.09	$ 48.44	$ 51.12	$ 53.81
AFSC	1580	Natural Resources Coordinator	N	MONTHLY	$ 7,928.26	$ 8,162.06	$ 8,395.92	$ 8,861.36	$ 9,326.84
AFSC	1580	Natural Resources Coordinator	N	ANNUAL	$ 95,139.12	$ 97,944.72	$ 100,751.04	$ 106,336.32	$ 111,922.08
AFSC	1504	Network Analyst	N	HOURLY	$ 53.01	$ 54.57	$ 56.13	$ 59.25	$ 62.36
AFSC	1504	Network Analyst	N	MONTHLY	$ 9,189.04	$ 9,458.60	$ 9,730.00	$ 10,270.94	$ 10,809.68
AFSC	1504	Network Analyst	N	ANNUAL	$ 110,268.48	$ 113,503.20	$ 116,760.00	$ 123,251.28	$ 129,716.16
AFSC	1503	Network Engineer	N	HOURLY	$ 60.41	$ 62.18	$ 63.96	$ 67.52	$ 71.06
AFSC	1503	Network Engineer	N	MONTHLY	$ 10,471.00	$ 10,778.22	$ 11,087.44	$ 11,703.86	$ 12,317.78

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City of Kirkland
2026 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1503	Network Engineer	N	ANNUAL	$ 125,652.00	$ 129,338.64	$ 133,049.28	$ 140,446.32	$ 147,813.36
AFSC	1561	Office Specialist	N	HOURLY	$ 31.61	$ 32.54	$ 33.47	$ 35.32	$ 37.18
AFSC	1561	Office Specialist	N	MONTHLY	$ 5,478.54	$ 5,639.72	$ 5,800.82	$ 6,123.08	$ 6,445.38
AFSC	1561	Office Specialist	N	ANNUAL	$ 65,742.48	$ 67,676.64	$ 69,609.84	$ 73,476.96	$ 77,344.56
AFSC	1556	Parks Accounts Associate	N	HOURLY	$ 34.58	$ 35.59	$ 36.61	$ 38.64	$ 40.67
AFSC	1556	Parks Accounts Associate	N	MONTHLY	$ 5,993.32	$ 6,168.82	$ 6,346.02	$ 6,697.14	$ 7,049.86
AFSC	1556	Parks Accounts Associate	N	ANNUAL	$ 71,919.84	$ 74,025.84	$ 76,152.24	$ 80,365.68	$ 84,598.32
AFSC	1582	Payroll Analyst	N	HOURLY	$ 43.46	$ 44.73	$ 46.02	$ 48.58	$ 51.13
AFSC	1582	Payroll Analyst	N	MONTHLY	$ 7,533.10	$ 7,754.12	$ 7,976.56	$ 8,420.06	$ 8,862.02
AFSC	1582	Payroll Analyst	N	ANNUAL	$ 90,397.20	$ 93,049.44	$ 95,718.72	$ 101,040.72	$ 106,344.24
AFSC	1540	Payroll Systems Coordinator	N	HOURLY	$ 42.72	$ 43.97	$ 45.23	$ 47.75	$ 50.25
AFSC	1540	Payroll Systems Coordinator	N	MONTHLY	$ 7,404.88	$ 7,622.28	$ 7,839.92	$ 8,276.74	$ 8,710.54
AFSC	1540	Payroll Systems Coordinator	N	ANNUAL	$ 88,858.56	$ 91,467.36	$ 94,079.04	$ 99,320.88	$ 104,526.48
AFSC	1548	Permit Technician	N	HOURLY	$ 36.83	$ 37.91	$ 38.99	$ 41.16	$ 43.33
AFSC	1548	Permit Technician	N	MONTHLY	$ 6,384.90	$ 6,572.10	$ 6,759.30	$ 7,135.22	$ 7,511.18
AFSC	1548	Permit Technician	N	ANNUAL	$ 76,618.80	$ 78,865.20	$ 81,111.60	$ 85,622.64	$ 90,134.16
AFSC	1028	Planner	E	HOURLY	$ 46.69	$ 48.06	$ 49.43	$ 52.18	$ 54.93
AFSC	1028	Planner	E	MONTHLY	$ 8,092.37	$ 8,330.71	$ 8,568.72	$ 9,044.75	$ 9,520.84
AFSC	1028	Planner	E	ANNUAL	$ 97,108.45	$ 99,968.48	$ 102,824.59	$ 108,537.05	$ 114,250.07
AFSC	1583	Planning Technician	N	HOURLY	$ 37.73	$ 38.84	$ 39.95	$ 42.18	$ 44.39
AFSC	1583	Planning Technician	N	MONTHLY	$ 6,540.56	$ 6,732.44	$ 6,925.60	$ 7,310.62	$ 7,694.38
AFSC	1583	Planning Technician	N	ANNUAL	$ 78,486.72	$ 80,789.28	$ 83,107.20	$ 87,727.44	$ 92,332.56
AFSC	1514	Plans Examiner	N	HOURLY	$ 49.57	$ 51.03	$ 52.49	$ 55.40	$ 58.32
AFSC	1514	Plans Examiner	N	MONTHLY	$ 8,593.24	$ 8,845.24	$ 9,098.92	$ 9,603.00	$ 10,108.68
AFSC	1514	Plans Examiner	N	ANNUAL	$ 103,118.88	$ 106,142.88	$ 109,187.04	$ 115,236.00	$ 121,304.16
AFSC	1049	Principal Transportation Planner	E	HOURLY	$ 61.01	$ 62.80	$ 64.60	$ 68.19	$ 71.77
AFSC	1049	Principal Transportation Planner	E	MONTHLY	$ 10,575.64	$ 10,885.91	$ 11,198.22	$ 11,820.80	$ 12,441.33
AFSC	1049	Principal Transportation Planner	E	ANNUAL	$ 126,907.70	$ 130,630.92	$ 134,378.63	$ 141,849.55	$ 149,295.98
AFSC	1557	Probation Assistant	N	HOURLY	$ 34.77	$ 35.79	$ 36.81	$ 38.86	$ 40.90
AFSC	1557	Probation Assistant	N	MONTHLY	$ 6,026.82	$ 6,204.10	$ 6,381.32	$ 6,735.84	$ 7,090.36
AFSC	1557	Probation Assistant	N	ANNUAL	$ 72,321.84	$ 74,449.20	$ 76,575.84	$ 80,830.08	$ 85,084.32
AFSC	1531	Probation Officer	N	HOURLY	$ 46.76	$ 48.14	$ 49.51	$ 52.26	$ 55.01
AFSC	1531	Probation Officer	N	MONTHLY	$ 8,105.96	$ 8,344.22	$ 8,582.38	$ 9,058.80	$ 9,535.28
AFSC	1531	Probation Officer	N	ANNUAL	$ 97,271.52	$ 100,130.64	$ 102,988.56	$ 108,705.60	$ 114,423.36
AFSC	1542	Procurement Specialist	N	HOURLY	$ 40.01	$ 41.19	$ 42.36	$ 44.72	$ 47.07
AFSC	1542	Procurement Specialist	N	MONTHLY	$ 6,935.50	$ 7,139.48	$ 7,343.46	$ 7,751.44	$ 8,159.40
AFSC	1542	Procurement Specialist	N	ANNUAL	$ 83,226.00	$ 85,673.76	$ 88,121.52	$ 93,017.28	$ 97,912.80
AFSC	1553	Program Assistant	N	HOURLY	$ 34.30	$ 35.30	$ 36.31	$ 38.33	$ 40.35
AFSC	1553	Program Assistant	N	MONTHLY	$ 5,944.86	$ 6,119.76	$ 6,294.60	$ 6,644.28	$ 6,993.98
AFSC	1553	Program Assistant	N	ANNUAL	$ 71,338.32	$ 73,437.12	$ 75,535.20	$ 79,731.36	$ 83,927.76
AFSC	1525	Program Coordinator	N	HOURLY	$ 44.50	$ 45.81	$ 47.12	$ 49.73	$ 52.35
AFSC	1525	Program Coordinator	N	MONTHLY	$ 7,713.24	$ 7,940.14	$ 8,166.98	$ 8,620.68	$ 9,074.42

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City of Kirkland
2026 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1525	Program Coordinator	N	ANNUAL	$ 92,558.88	$ 95,281.68	$ 98,003.76	$ 103,448.16	$ 108,893.04
AFSC	1587	Program Specialist	N	HOURLY	$ 34.77	$ 35.79	$ 36.81	$ 38.86	$ 40.90
AFSC	1587	Program Specialist	N	MONTHLY	$ 6,026.82	$ 6,204.10	$ 6,381.32	$ 6,735.84	$ 7,090.36
AFSC	1587	Program Specialist	N	ANNUAL	$ 72,321.84	$ 74,449.20	$ 76,575.84	$ 80,830.08	$ 85,084.32
AFSC	1005	Project Engineer	E	HOURLY	$ 60.31	$ 62.07	$ 63.85	$ 67.40	$ 70.94
AFSC	1005	Project Engineer	E	MONTHLY	$ 10,453.89	$ 10,759.69	$ 11,067.20	$ 11,683.75	$ 12,297.03
AFSC	1005	Project Engineer	E	ANNUAL	$ 125,446.62	$ 129,116.29	$ 132,806.37	$ 140,205.02	$ 147,564.31
AFSC	1589	Property Analyst	N	HOURLY	$ 48.77	$ 50.20	$ 51.64	$ 54.52	$ 57.38
AFSC	1589	Property Analyst	N	MONTHLY	$ 8,454.40	$ 8,702.44	$ 8,952.06	$ 9,449.78	$ 9,945.86
AFSC	1589	Property Analyst	N	ANNUAL	$ 101,452.80	$ 104,429.28	$ 107,424.72	$ 113,397.36	$ 119,350.32
AFSC	1536	Public Disclosure Analyst	N	HOURLY	$ 39.62	$ 40.78	$ 41.95	$ 44.19	$ 46.61
AFSC	1536	Public Disclosure Analyst	N	MONTHLY	$ 6,868.22	$ 7,069.56	$ 7,272.36	$ 7,659.54	$ 8,079.34
AFSC	1536	Public Disclosure Analyst	N	ANNUAL	$ 82,418.64	$ 84,834.72	$ 87,268.32	$ 91,914.48	$ 96,952.08
AFSC	1552	Records Management Specialist	N	HOURLY	$ 34.36	$ 35.37	$ 36.38	$ 38.40	$ 40.43
AFSC	1552	Records Management Specialist	N	MONTHLY	$ 5,956.18	$ 6,131.34	$ 6,306.50	$ 6,656.88	$ 7,007.26
AFSC	1552	Records Management Specialist	N	ANNUAL	$ 71,474.16	$ 73,576.08	$ 75,678.00	$ 79,882.56	$ 84,087.12
AFSC	1521	Recycling Program Coordinator	N	HOURLY	$ 45.68	$ 47.03	$ 48.37	$ 51.06	$ 53.75
AFSC	1521	Recycling Program Coordinator	N	MONTHLY	$ 7,917.48	$ 8,151.96	$ 8,384.84	$ 8,850.54	$ 9,316.32
AFSC	1521	Recycling Program Coordinator	N	ANNUAL	$ 95,009.76	$ 97,823.52	$ 100,618.08	$ 106,206.48	$ 111,795.84
AFSC	1019	Senior Accountant	E	HOURLY	$ 50.80	$ 52.30	$ 53.79	$ 56.77	$ 59.77
AFSC	1019	Senior Accountant	E	MONTHLY	$ 8,805.66	$ 9,065.26	$ 9,323.37	$ 9,841.12	$ 10,360.28
AFSC	1019	Senior Accountant	E	ANNUAL	$ 105,667.92	$ 108,783.15	$ 111,880.40	$ 118,093.48	$ 124,323.31
AFSC	1543	Senior Accounting Associate	N	HOURLY	$ 39.35	$ 40.51	$ 41.67	$ 43.98	$ 46.30
AFSC	1543	Senior Accounting Associate	N	MONTHLY	$ 6,821.68	$ 7,022.28	$ 7,222.94	$ 7,624.22	$ 8,025.44
AFSC	1543	Senior Accounting Associate	N	ANNUAL	$ 81,860.16	$ 84,267.36	$ 86,675.28	$ 91,490.64	$ 96,305.28
AFSC	1500	Senior Applications Analyst	N	HOURLY	$ 63.18	$ 65.04	$ 66.90	$ 70.62	$ 74.33
AFSC	1500	Senior Applications Analyst	N	MONTHLY	$ 10,952.32	$ 11,274.44	$ 11,596.54	$ 12,240.80	$ 12,885.08
AFSC	1500	Senior Applications Analyst	N	ANNUAL	$ 131,427.84	$ 135,293.28	$ 139,158.48	$ 146,889.60	$ 154,620.96
AFSC	1004	Senior Capital Projects Coordinator	E	HOURLY	$ 59.62	$ 61.38	$ 63.12	$ 66.63	$ 70.14
AFSC	1004	Senior Capital Projects Coordinator	E	MONTHLY	$ 10,334.85	$ 10,638.95	$ 10,941.58	$ 11,549.78	$ 12,157.94
AFSC	1004	Senior Capital Projects Coordinator	E	ANNUAL	$ 124,018.17	$ 127,667.37	$ 131,298.98	$ 138,597.34	$ 145,895.31
AFSC	1007	Senior Community Engagement Coordinator	E	HOURLY	$ 54.54	$ 56.15	$ 57.75	$ 60.96	$ 64.17
AFSC	1007	Senior Community Engagement Coordinator	E	MONTHLY	$ 9,454.50	$ 9,733.02	$ 10,010.09	$ 10,567.04	$ 11,122.62
AFSC	1007	Senior Community Engagement Coordinator	E	ANNUAL	$ 113,454.03	$ 116,796.24	$ 120,121.09	$ 126,804.45	$ 133,471.47
AFSC	1509	Senior Construction Inspector	N	HOURLY	$ 51.60	$ 53.12	$ 54.63	$ 57.67	$ 60.71
AFSC	1509	Senior Construction Inspector	N	MONTHLY	$ 8,943.86	$ 9,207.06	$ 9,470.22	$ 9,996.62	$ 10,522.98
AFSC	1509	Senior Construction Inspector	N	ANNUAL	$ 107,326.32	$ 110,484.72	$ 113,642.64	$ 119,959.44	$ 126,275.76
AFSC	1529	Senior Design Specialist	N	HOURLY	$ 45.26	$ 46.59	$ 47.92	$ 50.58	$ 53.24
AFSC	1529	Senior Design Specialist	N	MONTHLY	$ 7,844.84	$ 8,075.52	$ 8,306.28	$ 8,767.72	$ 9,229.20
AFSC	1529	Senior Design Specialist	N	ANNUAL	$ 94,138.08	$ 96,906.24	$ 99,675.36	$ 105,212.64	$ 110,750.40
AFSC	1002	Senior Development Engineer	E	HOURLY	$ 62.74	$ 64.58	$ 66.44	$ 70.13	$ 73.81
AFSC	1002	Senior Development Engineer	E	MONTHLY	$ 10,876.18	$ 11,194.22	$ 11,516.42	$ 12,156.71	$ 12,794.13

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City of Kirkland
2026 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1002	Senior Development Engineer	E	ANNUAL	$ 130,514.20	$ 134,330.69	$ 138,197.04	$ 145,880.53	$ 153,529.59
AFSC	1018	Senior Development Engineering Analyst	E	HOURLY	$ 50.45	$ 51.93	$ 53.41	$ 56.38	$ 59.34
AFSC	1018	Senior Development Engineering Analyst	E	MONTHLY	$ 8,744.31	$ 9,001.42	$ 9,258.44	$ 9,772.59	$ 10,286.68
AFSC	1018	Senior Development Engineering Analyst	E	ANNUAL	$ 104,931.75	$ 108,016.99	$ 111,101.24	$ 117,271.05	$ 123,440.10
AFSC	1596	Senior Development Review Arborist	N	HOURLY	$ 50.67	$ 52.16	$ 53.66	$ 56.64	$ 59.61
AFSC	1596	Senior Development Review Arborist	N	MONTHLY	$ 8,783.76	$ 9,041.46	$ 9,300.86	$ 9,817.94	$ 10,333.34
AFSC	1596	Senior Development Review Arborist	N	ANNUAL	$ 105,405.12	$ 108,497.52	$ 111,610.32	$ 117,815.28	$ 124,000.08
AFSC	1581	Senior Electrical Plans Examiner	N	HOURLY	$ 55.23	$ 56.84	$ 58.47	$ 61.72	$ 64.96
AFSC	1581	Senior Electrical Plans Examiner	N	MONTHLY	$ 9,573.12	$ 9,853.18	$ 10,134.80	$ 10,699.40	$ 11,261.00
AFSC	1581	Senior Electrical Plans Examiner	N	ANNUAL	$ 114,877.44	$ 118,238.16	$ 121,617.60	$ 128,392.80	$ 135,132.00
AFSC	1508	Senior GIS Analyst	N	HOURLY	$ 54.54	$ 56.15	$ 57.75	$ 60.96	$ 64.17
AFSC	1508	Senior GIS Analyst	N	MONTHLY	$ 9,454.54	$ 9,733.02	$ 10,010.10	$ 10,567.04	$ 11,122.62
AFSC	1508	Senior GIS Analyst	N	ANNUAL	$ 113,454.48	$ 116,796.24	$ 120,121.20	$ 126,804.48	$ 133,471.44
AFSC	1570	Senior IT Business Analyst	N	HOURLY	$ 55.54	$ 57.17	$ 58.82	$ 62.09	$ 65.35
AFSC	1570	Senior IT Business Analyst	N	MONTHLY	$ 9,628.00	$ 9,910.56	$ 10,195.40	$ 10,762.88	$ 11,328.02
AFSC	1570	Senior IT Business Analyst	N	ANNUAL	$ 115,536.00	$ 118,926.72	$ 122,344.80	$ 129,154.56	$ 135,936.24
AFSC	1047	Senior Management Analyst	E	HOURLY	$ 54.54	$ 56.15	$ 57.75	$ 60.96	$ 64.17
AFSC	1047	Senior Management Analyst	E	MONTHLY	$ 9,454.50	$ 9,733.02	$ 10,010.09	$ 10,567.04	$ 11,122.62
AFSC	1047	Senior Management Analyst	E	ANNUAL	$ 113,454.03	$ 116,796.24	$ 120,121.09	$ 126,804.45	$ 133,471.47
AFSC	1502	Senior Network Engineer	N	HOURLY	$ 63.18	$ 65.04	$ 66.90	$ 70.62	$ 74.33
AFSC	1502	Senior Network Engineer	N	MONTHLY	$ 10,952.32	$ 11,274.44	$ 11,596.54	$ 12,240.80	$ 12,885.08
AFSC	1502	Senior Network Engineer	N	ANNUAL	$ 131,427.84	$ 135,293.28	$ 139,158.48	$ 146,889.60	$ 154,620.96
AFSC	1579	Senior Permit Technician	N	HOURLY	$ 40.67	$ 41.86	$ 43.06	$ 45.45	$ 47.84
AFSC	1579	Senior Permit Technician	N	MONTHLY	$ 7,049.12	$ 7,255.90	$ 7,464.08	$ 7,879.06	$ 8,292.66
AFSC	1579	Senior Permit Technician	N	ANNUAL	$ 84,589.44	$ 87,070.80	$ 89,568.96	$ 94,548.72	$ 99,511.92
AFSC	1008	Senior Planner	E	HOURLY	$ 53.68	$ 55.26	$ 56.84	$ 60.00	$ 63.16
AFSC	1008	Senior Planner	E	MONTHLY	$ 9,305.30	$ 9,578.96	$ 9,852.64	$ 10,400.01	$ 10,947.46
AFSC	1008	Senior Planner	E	ANNUAL	$ 111,663.54	$ 114,947.46	$ 118,231.68	$ 124,800.11	$ 131,369.55
AFSC	1568	Senior Plans Examiner	N	HOURLY	$ 55.23	$ 56.84	$ 58.47	$ 61.72	$ 64.96
AFSC	1568	Senior Plans Examiner	N	MONTHLY	$ 9,573.12	$ 9,853.18	$ 10,134.80	$ 10,699.40	$ 11,261.00
AFSC	1568	Senior Plans Examiner	N	ANNUAL	$ 114,877.44	$ 118,238.16	$ 121,617.60	$ 128,392.80	$ 135,132.00
AFSC	1507	Senior Procurement Specialist	N	HOURLY	$ 50.24	$ 51.69	$ 53.18	$ 56.14	$ 59.09
AFSC	1507	Senior Procurement Specialist	N	MONTHLY	$ 8,707.76	$ 8,959.24	$ 9,218.54	$ 9,730.86	$ 10,243.18
AFSC	1507	Senior Procurement Specialist	N	ANNUAL	$ 104,493.12	$ 107,510.88	$ 110,622.48	$ 116,770.32	$ 122,918.16
AFSC	1000	Senior Project Engineer	E	HOURLY	$ 68.13	$ 70.13	$ 72.13	$ 76.14	$ 80.15
AFSC	1000	Senior Project Engineer	E	MONTHLY	$ 11,809.08	$ 12,156.40	$ 12,503.73	$ 13,198.43	$ 13,893.07
AFSC	1000	Senior Project Engineer	E	ANNUAL	$ 141,708.91	$ 145,876.83	$ 150,044.72	$ 158,381.15	$ 166,716.84
AFSC	1593	Senior Service Desk Analyst	N	HOURLY	$ 52.49	$ 54.03	$ 55.58	$ 58.67	$ 61.74
AFSC	1593	Senior Service Desk Analyst	N	MONTHLY	$ 9,098.04	$ 9,364.96	$ 9,633.64	$ 10,169.22	$ 10,702.66
AFSC	1593	Senior Service Desk Analyst	N	ANNUAL	$ 109,176.48	$ 112,379.52	$ 115,603.68	$ 122,030.64	$ 128,431.92
AFSC	1001	Senior Surface Water Engineer	E	HOURLY	$ 66.33	$ 68.29	$ 70.23	$ 74.13	$ 78.04
AFSC	1001	Senior Surface Water Engineer	E	MONTHLY	$ 11,497.62	$ 11,836.66	$ 12,174.06	$ 12,850.49	$ 13,526.93

Effective 1/1/2026
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City of Kirkland
2026 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1001	Senior Surface Water Engineer	E	ANNUAL	$ 137,971.47	$ 142,039.88	$ 146,088.69	$ 154,205.90	$ 162,323.11
AFSC	1050	Senior Transportation Engineer	E	HOURLY	$ 67.46	$ 69.44	$ 71.43	$ 75.41	$ 79.36
AFSC	1050	Senior Transportation Engineer	E	MONTHLY	$ 11,693.97	$ 12,037.04	$ 12,382.38	$ 13,070.79	$ 13,756.94
AFSC	1050	Senior Transportation Engineer	E	ANNUAL	$ 140,327.60	$ 144,444.52	$ 148,588.53	$ 156,849.47	$ 165,083.32
AFSC	1014	Senior Transportation Planner	E	HOURLY	$ 54.57	$ 56.17	$ 57.78	$ 60.99	$ 64.20
AFSC	1014	Senior Transportation Planner	E	MONTHLY	$ 9,458.92	$ 9,736.33	$ 10,015.13	$ 10,571.39	$ 11,127.59
AFSC	1014	Senior Transportation Planner	E	ANNUAL	$ 113,507.00	$ 116,836.00	$ 120,181.55	$ 126,856.73	$ 133,531.08
AFSC	1052	Senior Utility Engineer	E	HOURLY	$ 68.13	$ 70.13	$ 72.13	$ 76.14	$ 80.15
AFSC	1052	Senior Utility Engineer	E	MONTHLY	$ 11,809.08	$ 12,156.40	$ 12,503.73	$ 13,198.43	$ 13,893.07
AFSC	1052	Senior Utility Engineer	E	ANNUAL	$ 141,708.91	$ 145,876.83	$ 150,044.72	$ 158,381.15	$ 166,716.84
AFSC	1535	Service Desk Analyst	N	HOURLY	$ 41.61	$ 42.84	$ 44.06	$ 46.51	$ 48.96
AFSC	1535	Service Desk Analyst	N	MONTHLY	$ 7,213.24	$ 7,425.40	$ 7,637.54	$ 8,061.88	$ 8,486.18
AFSC	1535	Service Desk Analyst	N	ANNUAL	$ 86,558.88	$ 89,104.80	$ 91,650.48	$ 96,742.56	$ 101,834.16
AFSC	1023	Solid Waste Coordinator	E	HOURLY	$ 48.39	$ 49.82	$ 51.23	$ 54.09	$ 56.93
AFSC	1023	Solid Waste Coordinator	E	MONTHLY	$ 8,387.55	$ 8,635.67	$ 8,880.68	$ 9,375.31	$ 9,868.45
AFSC	1023	Solid Waste Coordinator	E	ANNUAL	$ 100,650.56	$ 103,628.02	$ 106,568.14	$ 112,503.76	$ 118,421.37
AFSC	1045	Solid Waste Programs Lead	E	HOURLY	$ 51.57	$ 53.04	$ 54.53	$ 57.40	$ 60.27
AFSC	1045	Solid Waste Programs Lead	E	MONTHLY	$ 8,939.49	$ 9,194.80	$ 9,452.14	$ 9,950.47	$ 10,446.77
AFSC	1045	Solid Waste Programs Lead	E	ANNUAL	$ 107,273.93	$ 110,337.54	$ 113,425.63	$ 119,405.66	$ 125,361.25
AFSC	1020	Special Projects Coordinator	E	HOURLY	$ 50.74	$ 52.25	$ 53.73	$ 56.72	$ 59.71
AFSC	1020	Special Projects Coordinator	E	MONTHLY	$ 8,796.00	$ 9,056.16	$ 9,313.25	$ 9,832.18	$ 10,349.45
AFSC	1020	Special Projects Coordinator	E	ANNUAL	$ 105,552.02	$ 108,673.91	$ 111,758.99	$ 117,986.14	$ 124,193.37
AFSC	1010	Surface Water Engineer	E	HOURLY	$ 57.77	$ 59.46	$ 61.16	$ 64.56	$ 67.96
AFSC	1010	Surface Water Engineer	E	MONTHLY	$ 10,013.14	$ 10,307.63	$ 10,602.11	$ 11,191.11	$ 11,780.11
AFSC	1010	Surface Water Engineer	E	ANNUAL	$ 120,157.72	$ 123,691.55	$ 127,225.35	$ 134,293.33	$ 141,361.37
AFSC	1025	Surface Water Engineering Analyst	E	HOURLY	$ 48.91	$ 50.35	$ 51.79	$ 54.66	$ 57.54
AFSC	1025	Surface Water Engineering Analyst	E	MONTHLY	$ 8,477.74	$ 8,727.09	$ 8,976.52	$ 9,475.12	$ 9,973.81
AFSC	1025	Surface Water Engineering Analyst	E	ANNUAL	$ 101,732.87	$ 104,725.02	$ 107,718.27	$ 113,701.45	$ 119,685.74
AFSC	1012	Surface Water Planner	E	HOURLY	$ 52.17	$ 53.70	$ 55.24	$ 58.31	$ 61.38
AFSC	1012	Surface Water Planner	E	MONTHLY	$ 9,042.91	$ 9,308.94	$ 9,574.86	$ 10,106.78	$ 10,638.76
AFSC	1012	Surface Water Planner	E	ANNUAL	$ 108,514.97	$ 111,707.28	$ 114,898.34	$ 121,281.41	$ 127,665.10
AFSC	1039	Surface Water Strategic Advisor	E	HOURLY	$ 64.79	$ 66.70	$ 68.60	$ 72.42	$ 76.22
AFSC	1039	Surface Water Strategic Advisor	E	MONTHLY	$ 11,230.43	$ 11,561.12	$ 11,891.80	$ 12,553.17	$ 13,211.97
AFSC	1039	Surface Water Strategic Advisor	E	ANNUAL	$ 134,765.19	$ 138,733.40	$ 142,701.64	$ 150,638.07	$ 158,543.64
AFSC	1550	Technical Project Manager	N	HOURLY	$ 65.98	$ 67.92	$ 69.87	$ 73.75	$ 77.62
AFSC	1550	Technical Project Manager	N	MONTHLY	$ 11,437.28	$ 11,772.82	$ 12,110.60	$ 12,783.88	$ 13,454.98
AFSC	1550	Technical Project Manager	N	ANNUAL	$ 137,247.36	$ 141,273.84	$ 145,327.20	$ 153,406.56	$ 161,459.76
AFSC	1015	Traffic Control Coordinator	E	HOURLY	$ 51.95	$ 53.48	$ 55.01	$ 58.06	$ 61.12
AFSC	1015	Traffic Control Coordinator	E	MONTHLY	$ 9,005.49	$ 9,270.28	$ 9,535.11	$ 10,063.28	$ 10,594.39
AFSC	1015	Traffic Control Coordinator	E	ANNUAL	$ 108,065.89	$ 111,243.41	$ 114,421.26	$ 120,759.32	$ 127,132.71
AFSC	1003	Transportation Engineer	E	HOURLY	$ 62.69	$ 64.54	$ 66.38	$ 70.07	$ 73.76
AFSC	1003	Transportation Engineer	E	MONTHLY	$ 10,867.20	$ 11,186.78	$ 11,506.41	$ 12,145.65	$ 12,784.91

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City of Kirkland
2026 AFSCME Salary Table

Group / BU	Job Class	Job Title	Exempt / Non-Exempt	Rate	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AFSC	1003	Transportation Engineer	E	ANNUAL	$ 130,406.35	$ 134,241.39	$ 138,076.87	$ 145,747.80	$ 153,418.88
AFSC	1584	Transportation Engineering Analyst	N	HOURLY	$ 43.31	$ 44.58	$ 45.86	$ 48.41	$ 50.95
AFSC	1584	Transportation Engineering Analyst	N	MONTHLY	$ 7,507.78	$ 7,728.06	$ 7,949.76	$ 8,391.76	$ 8,832.26
AFSC	1584	Transportation Engineering Analyst	N	ANNUAL	$ 90,093.36	$ 92,736.72	$ 95,397.12	$ 100,701.12	$ 105,987.12
AFSC	1037	Transportation Program Coordinator	E	HOURLY	$ 48.93	$ 50.36	$ 51.81	$ 54.69	$ 57.56
AFSC	1037	Transportation Program Coordinator	E	MONTHLY	$ 8,480.73	$ 8,729.85	$ 8,980.33	$ 9,479.98	$ 9,976.97
AFSC	1037	Transportation Program Coordinator	E	ANNUAL	$ 101,768.71	$ 104,758.17	$ 107,763.97	$ 113,759.70	$ 119,723.61
AFSC	1038	Transportation Strategic Advisor	E	HOURLY	$ 64.79	$ 66.70	$ 68.60	$ 72.42	$ 76.22
AFSC	1038	Transportation Strategic Advisor	E	MONTHLY	$ 11,230.43	$ 11,561.12	$ 11,891.80	$ 12,553.17	$ 13,211.97
AFSC	1038	Transportation Strategic Advisor	E	ANNUAL	$ 134,765.19	$ 138,733.40	$ 142,701.64	$ 150,638.07	$ 158,543.64
AFSC	1512	Urban Forester	N	HOURLY	$ 53.68	$ 55.26	$ 56.84	$ 60.00	$ 63.16
AFSC	1512	Urban Forester	N	MONTHLY	$ 9,305.28	$ 9,578.96	$ 9,852.64	$ 10,400.02	$ 10,947.46
AFSC	1512	Urban Forester	N	ANNUAL	$ 111,663.36	$ 114,947.52	$ 118,231.68	$ 124,800.24	$ 131,369.52
AFSC	1526	Video Production Specialist	N	HOURLY	$ 44.13	$ 45.43	$ 46.73	$ 49.33	$ 51.92
AFSC	1526	Video Production Specialist	N	MONTHLY	$ 7,650.26	$ 7,875.28	$ 8,100.30	$ 8,550.30	$ 9,000.32
AFSC	1526	Video Production Specialist	N	ANNUAL	$ 91,803.12	$ 94,503.36	$ 97,203.60	$ 102,603.60	$ 108,003.84
AFSC	1011	Water Quality Program Coordinator	E	HOURLY	$ 52.86	$ 54.42	$ 55.97	$ 59.08	$ 62.19
AFSC	1011	Water Quality Program Coordinator	E	MONTHLY	$ 9,163.54	$ 9,433.06	$ 9,702.57	$ 10,241.60	$ 10,780.64
AFSC	1011	Water Quality Program Coordinator	E	ANNUAL	$ 109,962.49	$ 113,196.66	$ 116,430.84	$ 122,899.23	$ 129,367.63
AFSC	1522	Water Quality Specialist	N	HOURLY	$ 45.68	$ 47.03	$ 48.37	$ 51.06	$ 53.75
AFSC	1522	Water Quality Specialist	N	MONTHLY	$ 7,917.48	$ 8,151.96	$ 8,384.84	$ 8,850.54	$ 9,316.34
AFSC	1522	Water Quality Specialist	N	ANNUAL	$ 95,009.76	$ 97,823.52	$ 100,618.08	$ 106,206.48	$ 111,796.08