

**City of Snoqualmie**  
**Non-Represented, Management & Professional (M&P)**  
**2024 Salary Schedule**  
**Hourly Wage Table - 60th Percentile**

**COLA Adjustment Proposed = 6.00%**

All employees will be eligible for a step increase in a given year following a satisfactory annual performance evaluation as established by the Administration.

Grade	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Contract	City Administrator									109.28804
13	City Attorney	67.97308	70.57115	73.26875	76.06971	78.97740	81.99615	85.13077	88.38462	91.76346
13	Parks & Public Works Director <sup>1</sup>	67.97308	70.57115	73.26875	76.06971	78.97740	81.99615	85.13077	88.38462	91.76346
13	Police Chief	67.97308	70.57115	73.26875	76.06971	78.97740	81.99615	85.13077	88.38462	91.76346
13	Fire Chief	67.97308	70.57115	73.26875	76.06971	78.97740	81.99615	85.13077	88.38462	91.76346
13	Information Technology Director <sup>1</sup>	67.97308	70.57115	73.26875	76.06971	78.97740	81.99615	85.13077	88.38462	91.76346
12	Finance Director	63.52596	65.95433	68.47548	71.09327	73.81058	76.63221	79.56154	82.60240	85.76010
11	Community Development Director	59.37019	61.63942	63.99567	66.44231	68.98173	71.61875	74.35625	77.19856	80.14952
11	Police Captain <sup>1</sup>	59.37019	61.63942	63.99567	66.44231	68.98173	71.61875	74.35625	77.19856	80.14952
11	Deputy Fire Chief <sup>1</sup>	59.37019	61.63942	63.99567	66.44231	68.98173	71.61875	74.35625	77.19856	80.14952
11	Deputy Parks & Public Works Director	59.37019	61.63942	63.99567	66.44231	68.98173	71.61875	74.35625	77.19856	80.14952
10	Accounting Manager	50.84760	52.79087	54.80913	56.90433	59.07933	61.33750	63.68221	66.11635	68.64423
10	Budget Manager	50.84760	52.79087	54.80913	56.90433	59.07933	61.33750	63.68221	66.11635	68.64423
10	Information Technology Manager <sup>1</sup>	50.84760	52.79087	54.80913	56.90433	59.07933	61.33750	63.68221	66.11635	68.64423
10	Human Resources Manager	50.84760	52.79087	54.80913	56.90433	59.07933	61.33750	63.68221	66.11635	68.64423
10	City Clerk	50.84760	52.79087	54.80913	56.90433	59.07933	61.33750	63.68221	66.11635	68.64423
9	Revenue Manager	47.30000	49.10817	50.98510	52.93413	54.95769	57.05817	59.23942	61.50385	63.85481
9	CIP Project Manager	47.30000	49.10817	50.98510	52.93413	54.95769	57.05817	59.23942	61.50385	63.85481
9	Mental Health Professional & Community Co-Responder (L2) <sup>2</sup>	47.30000	49.10817	50.98510	52.93413	54.95769	57.05817	59.23942	61.50385	63.85481
8	Building Official <sup>3</sup>	44.00000	45.68221	47.42837	49.24135	51.12356	53.07788	55.10673	57.21298	59.40000
8	Communications Coordinator	44.00000	45.68221	47.42837	49.24135	51.12356	53.07788	55.10673	57.21298	59.40000
7	Management Analyst	40.93029	42.49471	44.11923	45.80577	47.55673	49.37452	51.26202	53.22115	55.25625
6	Budget Analyst	38.07500	39.53029	41.04135	42.61010	44.23894	45.92981	47.68558	49.50865	51.40096
6	Human Resources Analyst <sup>1</sup>	38.07500	39.53029	41.04135	42.61010	44.23894	45.92981	47.68558	49.50865	51.40096
6	Project Specialist	38.07500	39.53029	41.04135	42.61010	44.23894	45.92981	47.68558	49.50865	51.40096
6	Mental Health Professional & Community Co-Responder (L1) <sup>1</sup>	38.07500	39.53029	41.04135	42.61010	44.23894	45.92981	47.68558	49.50865	51.40096
6	Community Liaison	38.07500	39.53029	41.04135	42.61010	44.23894	45.92981	47.68558	49.50865	51.40096
5	Deputy City Clerk/Legal Assistant <sup>1</sup>	35.41827	36.77212	38.17788	39.63702	41.15240	42.72548	44.35865	46.05433	47.81442

**Retention Pay System**

All employees will receive retention pay in addition to their salaries as follows:

Service Time	% of Salary
0-3 Years of Service	0%
4-5 Years of Service	1%
6-10 Years of Service	2%
11-15 Years of Service	4%
16+ Years of Service	5%

Note: Each step includes a 3.82% increase over the previous step.

<sup>1</sup> These positions are currently vacant.

<sup>2</sup> The L2 position represents increasing responsibility and would allow for career development. There is no current plan to add a second Mental Health Professional at the L1 level.

<sup>3</sup>The pay scale of this position may require an administrative update following the provision of legal advise.