

**City of Snoqualmie**  
**Non-Represented, Management & Professional (M&P)**  
**2024 Salary Schedule**  
**Annual 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									227,319
13	City Attorney	141,384	146,788	152,399	158,225	164,273	170,552	177,072	183,840	190,868
13	Parks & Public Works Director <sup>1</sup>	141,384	146,788	152,399	158,225	164,273	170,552	177,072	183,840	190,868
13	Police Chief	141,384	146,788	152,399	158,225	164,273	170,552	177,072	183,840	190,868
13	Fire Chief	141,384	146,788	152,399	158,225	164,273	170,552	177,072	183,840	190,868
13	Information Technology Director <sup>1</sup>	141,384	146,788	152,399	158,225	164,273	170,552	177,072	183,840	190,868
12	Finance Director	132,134	137,185	142,429	147,874	153,526	159,395	165,488	171,813	178,381
11	Community Development Director	123,490	128,210	133,111	138,200	143,482	148,967	154,661	160,573	166,711
11	Police Captain <sup>1</sup>	123,490	128,210	133,111	138,200	143,482	148,967	154,661	160,573	166,711
11	Deputy Fire Chief <sup>1</sup>	123,490	128,210	133,111	138,200	143,482	148,967	154,661	160,573	166,711
11	Deputy Parks & Public Works Director	123,490	128,210	133,111	138,200	143,482	148,967	154,661	160,573	166,711
10	Accounting Manager	105,763	109,805	114,003	118,361	122,885	127,582	132,459	137,522	142,780
10	Budget Manager	105,763	109,805	114,003	118,361	122,885	127,582	132,459	137,522	142,780
10	Information Technology Manager <sup>1</sup>	105,763	109,805	114,003	118,361	122,885	127,582	132,459	137,522	142,780
10	Human Resources Manager	105,763	109,805	114,003	118,361	122,885	127,582	132,459	137,522	142,780
10	City Clerk	105,763	109,805	114,003	118,361	122,885	127,582	132,459	137,522	142,780
9	Revenue Manager	98,384	102,145	106,049	110,103	114,312	118,681	123,218	127,928	132,818
9	CIP Project Manager	98,384	102,145	106,049	110,103	114,312	118,681	123,218	127,928	132,818
9	Mental Health Professional & Community Co-Responder (L2) <sup>2</sup>	98,384	102,145	106,049	110,103	114,312	118,681	123,218	127,928	132,818
8	Building Official <sup>3</sup>	91,520	95,019	98,651	102,422	106,337	110,402	114,622	119,003	123,552
8	Communications Coordinator	91,520	95,019	98,651	102,422	106,337	110,402	114,622	119,003	123,552
7	Management Analyst	85,135	88,389	91,768	95,276	98,918	102,699	106,625	110,700	114,933
6	Budget Analyst	79,196	82,223	85,366	88,629	92,017	95,534	99,186	102,978	106,914
6	Human Resources Analyst <sup>1</sup>	79,196	82,223	85,366	88,629	92,017	95,534	99,186	102,978	106,914
6	Project Specialist	79,196	82,223	85,366	88,629	92,017	95,534	99,186	102,978	106,914
6	Mental Health Professional & Community Co-Responder (L1) <sup>1</sup>	79,196	82,223	85,366	88,629	92,017	95,534	99,186	102,978	106,914
6	Community Liaison	79,196	82,223	85,366	88,629	92,017	95,534	99,186	102,978	106,914
5	Deputy City Clerk/Legal Assistant <sup>1</sup>	73,670	76,486	79,410	82,445	85,597	88,869	92,266	95,793	99,454

**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.